

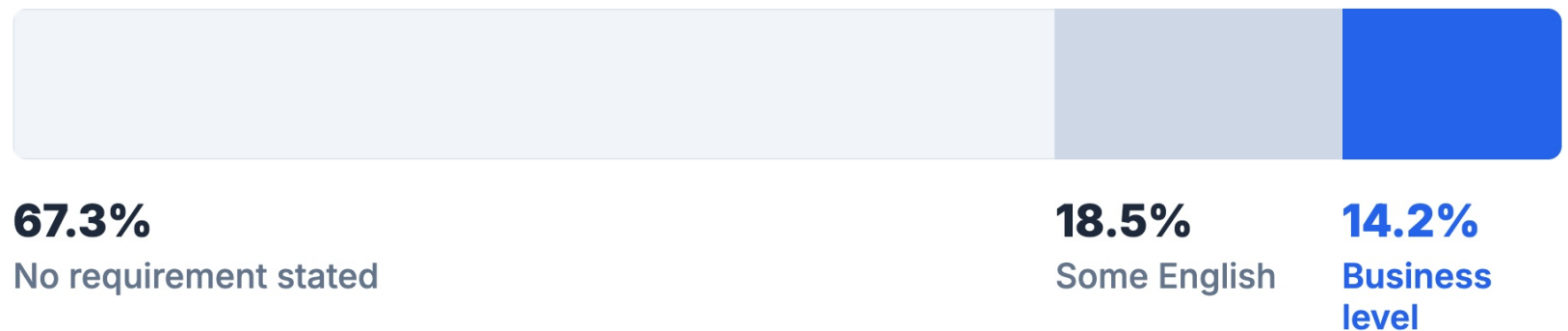
# 28,642

**We analyzed every live job posting at 943 employers in Japan.**

Here is what they actually ask for in English.

# 1 in 7

**postings ask for business-level English.**



26,207 postings with a readable description.

# TOEIC 800

**The most common bar written into job postings. 471 postings from 81 companies name it.**

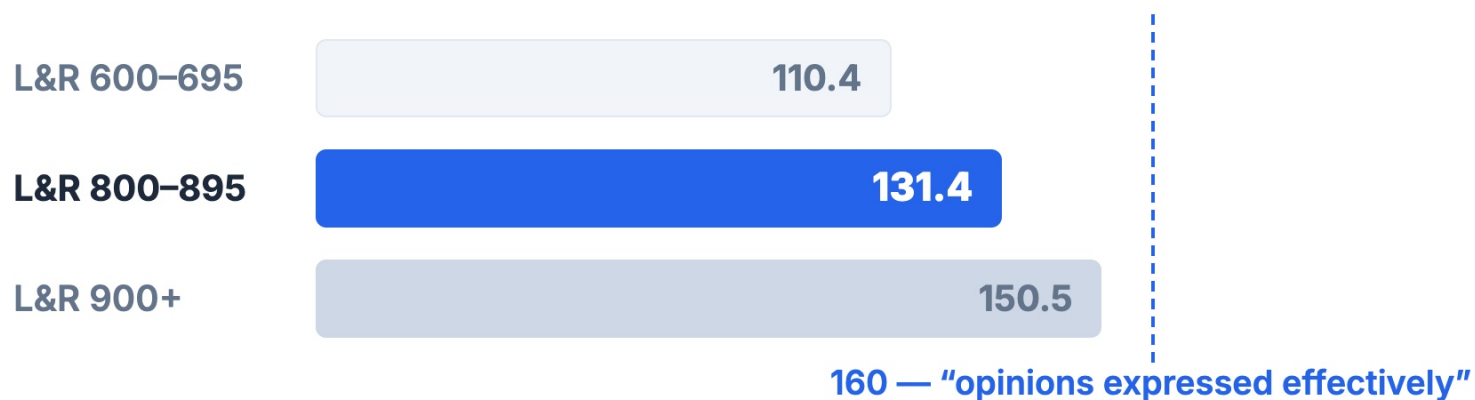
Roughly 1 in 9 corporate test-takers clears it.

The steepest bar named by more than a dozen companies is **860**. About 1 in 17 clears that.

# 131.4 / 200

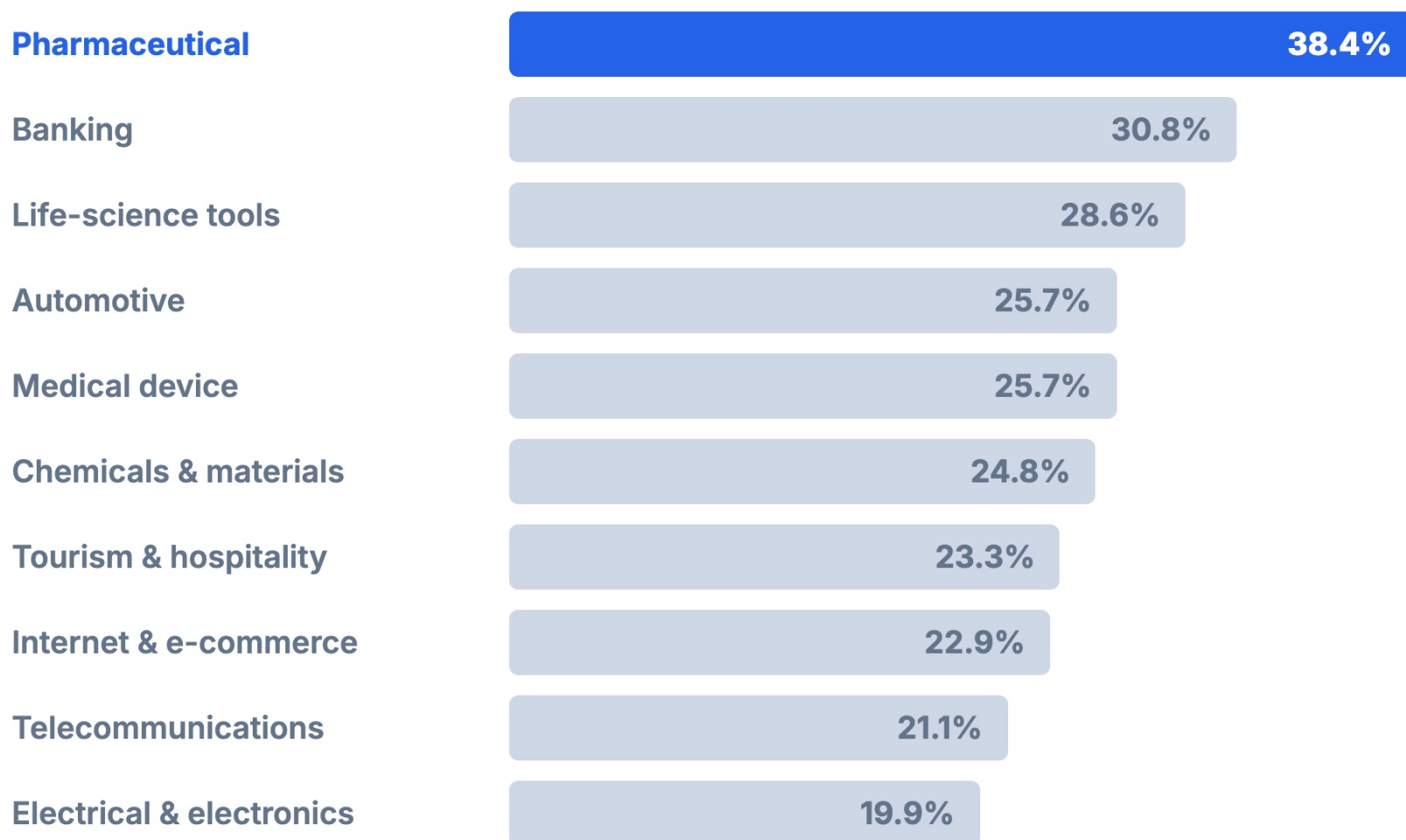
**The average speaking score of people who score 800 to 895 on TOEIC Listening & Reading.**

On IIBC's own descriptors, that is the level where "reasons for, or explanations of, the opinion are unclear."



# 38.4%

**of pharmaceutical postings ask for business-level English. Demand concentrates in a handful of industries.**



Top 10 of 30 industries. At the other end: retail under 2%, construction and transportation under 1%.

# 4.0x

**Automotive employers ask for business English in 26% of postings. 6.5% of the industry's tested workforce clears the bar.**

Two shares, two denominators: postings and test-takers. A ratio is hiring tension, not a headcount shortfall.

**37.9%** vs **7.3%**

Foreign-capital

Domestic

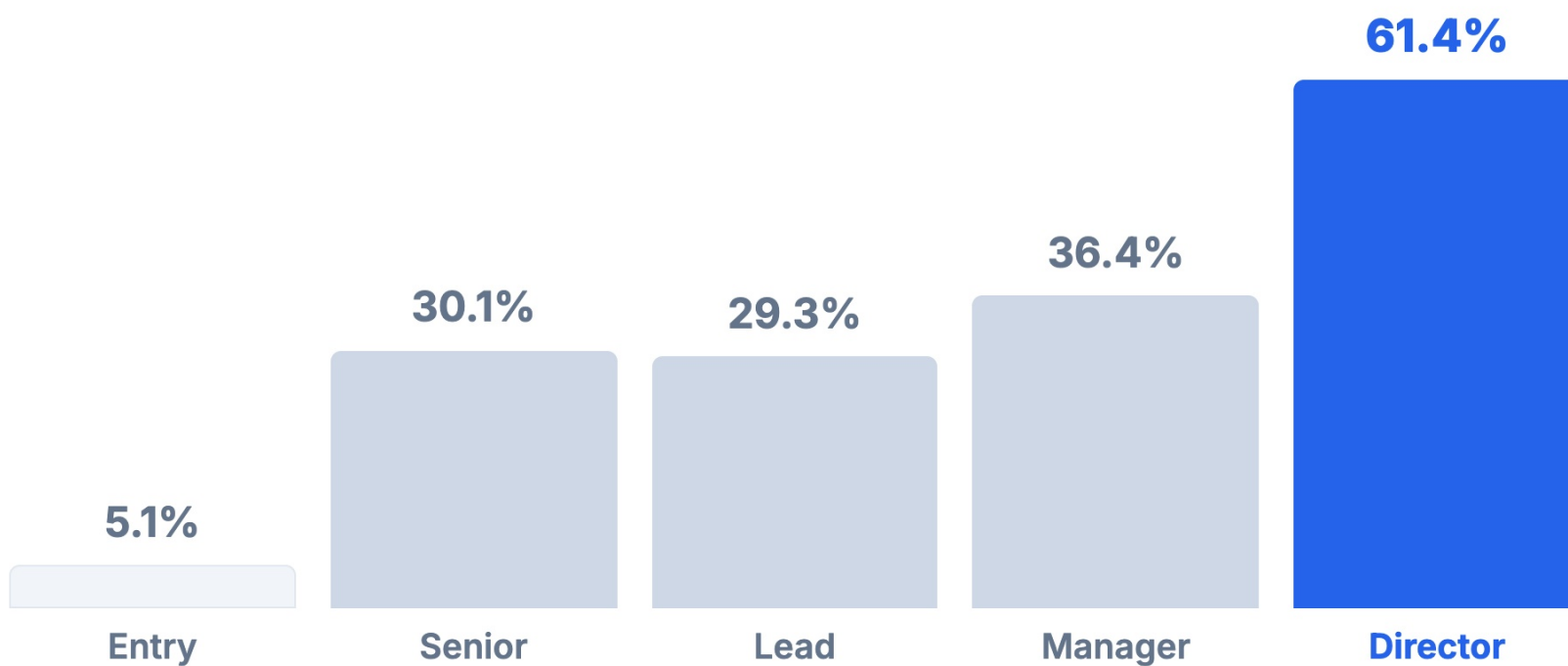
**Foreign-capital employers ask for business English five times as often as domestic employers.**

They write 22% of the postings in this corpus, and 60% of its business-English requirements.

Foreign-capital: ultimate controlling group headquartered outside Japan. Hand-classified for all 897 employers.

# 5% → 61%

**Business-English demand climbs from entry level to director.**



Postings whose title states a level, about 21% of the corpus.

# +¥1,000,000

**Median stated salary is ¥7,000,000 with no English requirement and ¥8,000,000 with one.**

The premium survives inside every level:

**+26%**

Entry and junior

**+18%**

Senior and lead

**+9%**

Manager and above

9,783 postings with a usable stated salary; medians rounded to the nearest ¥10,000.

**AirTA**

# **The State of English in Japan Hiring**

**2026**

The full report is free and ungated. Every chart,  
every method note.

**[airta.jp/state-of-english-hiring-japan](https://airta.jp/state-of-english-hiring-japan)**