






Key Takeaways: The New Era for Business Managers

The Business Manager visa is shifting to favor more substantial, professionally managed, and compliant enterprises.

****Remember These Five Points**:**

- 1**  **Increased Capital & Staffing:** ¥30M capital and at least one full-time employee are the new baseline.
- 2**  **Manager Qualifications:** You must now prove 3+ years of experience OR a relevant graduate degree.
- 3**  **Language Proficiency:** Either you or a full-time staff member must demonstrate N2-level Japanese ability.
- 4**  **Professional Scrutiny:** Your business plan needs a professional's stamp of approval, and home offices are generally out.
- 5**  **Compliance is Key:** Tax and social insurance payments will be checked thoroughly, especially at renewal.

Final Thought: The 3-year grace period for current residents is crucial, but planning to meet the new standards should begin now.