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IACT BULLETIN

IACT Introduces New Functional Course: Evolving New Business Field

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IACT Building A

By Dairy Cargo – On Oct 1, International Air Cargo Terminal Co., Ltd. (IACT) launched its new career course system: Functional Course for staff to evolve its new business field and Main Course for staff deal with its core warehouse business. 13 younger employees were assigned to Functional Course and one of them will be transferred to Shanghai, China. This new personnel system, in which employees can choose either Functional Course or Main Course, will be essential so that IACT can adapt more quickly to fast-paced business environmental changes and survive.

Managing Positions were also established for department and section managers. The personnel reform will be completed by April 2013.

“Both Functional Course and Main Course are equally important for IACT,” said Personnel Affairs Division Manager Isao Katsuya. “They are inseparable like a pair of wheels. In this new personnel system, we will educate, utilize, and periodically rotate each employee within 3 to 5 years.”

Functional Course was posted preliminarily for employees age 25 to 30 and 13 employees were selected according to the result of a written exam and interview.

One of the 13 employees, Mr. Yusuke Hagiwara, age 25, who will be transferred to China said, “IACT established this personnel reform in a rapidly changing business environment. My new life and work in Shanghai will broaden my experience for the future...I will do my best to be a pioneer using my experience; not only for myself but also for IACT.” His transfer will be next year.

Another employee is already working in Shanghai in cooperation with a Japanese airline but Mr. Hagiwara is the first employee of Functional Course who will leave for China.

IACT has been working on its new personnel system since June 2009. ¶



Mr. Katsuya



Mr. Hagiwara

Thank you for
doing business with
International Air Cargo
Terminal Co., Ltd. (IACT).
We would like to share
the Daily Cargo's article,
page 2, October 19, 2011.

Introducing Operation Dept. 2

By IACT – On September 2011, IACT started using part of Cargo Building No. 2 in the Cargo Area, which is now IACT's Building F. (indoor area: 1,630 sq.m / outdoor 2,300 sq.m)

IACT utilizes Bldg. F for exporting cargo from contracted airlines as well as Bldg. E, part of Cargo Building No. 1, located across the yard road from Bldg. F. IACT's export warehouses are now as follows: Bldg. E; Bldg. F; approximately 3,400 sq.m of Bldg. B, which is a portion of room 108 in Cargo Building No. 4; and a portion of Bldg. A in Common Warehouse Building.

Mr. Hiroyuki Kasai, General Manager since October 2011 of the Operation Department 2 that handles export business, says, "Operation Department 2 has two deputy general managers starting October

2011 so that we can respond with more responsibility both to the warehouse and document works. Five new employees were assigned to Document Team intensively this year on top of the current well-experienced staff. This reinforcement is an illustration of our belief that it takes a long time to transform new employees into experts of export cargo handling to meet with increasing customers' needs. Now that one of our export business development processes, this expansion of Bldg. F, is completed, one of my first jobs as a Team Leader will be to come up with a better solution in order to utilize the facilities more efficiently and to help new employees improve their skills." ¶



IACT Building F



IACT Building E



Five new employees and their supervisors at Operation Department 2 with IACT President Tsukahara



Mr. Kurashige, Deputy General Manager
(In charge of warehouse works)



Mr. Ando, Deputy General Manager
(In charge of document works)