



Open Position（マーケティング、プロダクトマネージャー、カスタマーサービス、ローカリゼーション、QA職等）

ゲームへの情熱を仕事に変え、プロフェッショナルとして成長できるチャンスを掴もう！

#### Job Information

**Hiring Company**

[Wargaming Japan Ltd.](#)

**Job ID**

1518888

**Industry**

Gaming

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

4.5 million yen ~ 12 million yen

**Refreshed**

January 27th, 2026 04:00

#### General Requirements

**Minimum Experience Level**

Over 1 year

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Native

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

#### Job Description

**Hello! Are you interested in joining Wargaming Japan Team?**

There is no particular position specify in this post, but we encourage you to apply if you have even the slightest interest! Please don't hesitate to apply if you:

- ★Are passionate about the growth of the gaming business
- ★Value international exposure and collaboration in your career

We are excited to hearing from you!

Our team is happy to review your application and get in touch when there's potential roles that needs people like yourself. Let's turn something you're passionate about into a successful career in international company!

**We are Wargaming Japan :)**

We created this post to stay in touch with those who are interested in getting to know more about joining our team.

☆ At Wargaming Japan, your passion for game is a definite asset

☆ We are an employee-centric and performance-driven company, we are known to prioritize our people and thrive to create a working environment where everyone is able to maintain a life-work harmony and high performance!

↓↓ **Meet our Japan members and hear more about Wargaming as a workplace**

<https://www.youtube.com/watch?v=SofqsTXvw2E>

#### ◆ ABOUT WARGAMING ◆

Wargaming is an award-winning online game developer and publisher. With **more than 26 years of game development experience**, we are one of the leaders in the free-to-play MMO (Massive Multiplayer Online) market, delivering authentic gaming experiences and services across PC, console and mobile platforms. Our flagship title, World of Tanks, has also won the Golden Joystick Awards 4 times since 2012.

**With 15 offices around the world**, employees can expect to collaborate with people of rich and diverse backgrounds, gaining a truly global perspective on the gaming industry while boosting their own experience points. Within APAC, we have offices in Singapore, Seoul, Tokyo and Shanghai, with employees of more than 12 nationalities.

We care about employee experience and were **nominated as Candidate Caring Company by Talenthub in 2023**. We have also been featured by IHRP Singapore for our commitment to digital transformation during the challenging COVID-19 period, particularly in providing robust support for the well-being of our valued employees.

#### ◆ TYPICAL POSITIONS AT WARGAMING JAPAN ◆

##### Product Creation Roles

- Regional Product Manager
- Regional Publishing Producer

Our Product Management team meticulously plans, directs and manages production and publishing activities focusing on a specific product. From managing game production, shaping the strategic direction of game publishing to ensuring stellar publishing performance and revenue growth, they are the powerhouse of success of our gaming masterpieces.

##### Player Acquisition, Engagement, Retention Roles

- Regional Community Specialist
- Senior Community Manager
- Community Manager
- Customer Support Specialist
- Customer Operations Support Specialist

Audience growth and retention is pivotal to our business success. Our dedicated teams in Marketing, Community, and Customer Service strive diligently to not only attract new players but also to actively engage and ensure the enjoyment of our current player community

##### Localization & Writing Roles

- Localization Specialist
- Localization QA Specialist
- Localization & QA Manager

We aim for our games and products to be embraced by players in diverse markets. Our localization team plays a crucial role in translating and localizing products and assets, including game content, clients, portals, web applications, and marketing materials, to cater to players from a multitude of countries.

## Required Skills

#### ◇ GENERAL QUALIFICATIONS ◇

- Must be located in Japan, we have a flexible work hour system but due to the close collaboration across the organisation, you'll need to be present in the office when needed
- Native or JLPT N1 level Japanese skill - ability to communicate verbally and in writing with local team and external counterpart
- Business level English - able to communicate with global team verbally and in writing

#### ◇ MEMBERS TESTIMONY ◇

"WG is a wonderful workplace that is full of opportunities for anyone who are passionate and curious about how games are developed and operated. My role has continuously evolved over the past 2 years. At Wargaming, no work feels routine. If you like the challenge, the work in WG could be your cup of tea! Most importantly, WG encourages collaboration across departments. I'm glad to have intelligent and capable colleagues who have a collaborative workstyle and are open to conversation anytime." **(Product Manager, China)**

"My journey with Wargaming has been nothing short of exciting so far since I joined in 2022. I have had the chance to work

with other bright, amazing Wargamers, who are not just colleagues to me, but mentors and teammates. The collaborative work environment in Wargaming allows me to maximize my skills and expertise, to support our employees so they can focus on doing what they do best. If you are a gaming enthusiast and eager to turn your love for gaming into a fulfilling career, come be a part of our journey to create captivating game experiences for our players worldwide!" **(HR Manager, APAC)**

"I have been at WG for almost two years and had the opportunity to meet and work with people all over the world who are all passionate towards a shared goal. People are open minded and encourage you to speak up on your ideas which gives you a chance to really challenge yourself in the workforce. Everyday has been a learning opportunity for me ever since I joined the company. WG is a great place if you would like to kick start your career into the gaming field." **(Regional Product Marketing Manager, WOWS Japan)**

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◇ **PERKS AND BENEFITS** ◇

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Benefits and perks are tailored to the local market and culture. Our benefits in Tokyo include:

- 16 days of Annual Leave (additional days based on years of service up to 20 days)
- Additional paid time off (5 Personal Days, 10 days of Sick Leave, Birthday Leave, Marriage Leave, Marriage of Child Leave, Compassionate Leave) on top of the statutory minimum
- Other leaves per statutory requirements (Maternity Leave, Paternity Leave, Childcare Leave and Caregiver Leave)
- Life event allowances (Child's Birth, Marriage, Compassionate)
- Career development and education opportunities within the company
- Mental well-being program
- Personal Gaming Account
- Coffee and snacks in the office
- Company events
- Long Service Award
- Referral program - you can recommend the best talents to the Company and receive a reward
- To learn more about our studio in Japan, follow this link: <https://wargaming.co.jp/>

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## Company Description