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【Unity】 Client Engineer

Flextime&Full Remote Work★Great Welfare

Job Information

Recruiter[G Talent at Bizmates, Inc.](#)**Hiring Company**

◆Mobile application and game development◆

Job ID

1561220

Industry

Other

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

5 million yen ~ 16 million yen

Work Hours

9:30 ~ 18:30 (*Flextime)

Refreshed

October 10th, 2025 11:24

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

None

Minimum Japanese Level

Business Level

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

【 About the company 】

They operate a smartphone application loved by more than 16 million women and a preschool.

Kindergarten Business

- A kindergarten that aims to provide children with the best environment for education in preparation for the AI age.
- We provide Montessori education, bilingual education, and computer science.

■ Awards

Ranked 27th in the 2019 Best Companies to Work for (Grade Place to Work)

【 Job Description 】

Sensitivity Services and Digital Value Created by Technology

The company is the core development organization of the Cocone Group, which is gaining attention in Japan and other global markets in the avatar social network field.

The company's group aims to create an innovative digital world and deliver new experiences to users around the world by offering a unique combination of avatar and social networking services and by providing gaming services.

The company plays a key role in realizing the group's vision, pursuing sustainable growth and innovation through state-of-the-art technology and creative approaches.

Through rapid and stable service development, they aim to provide services that exceed customer expectations and create a better future through technology.

Founded in 2008, as the engine of the company's growing group, the company embraces a variety of technological challenges and opportunities to drive innovation and create rich digital experiences that connect with users around the world.

Join the company's journey and grow with them as an engineer leading their success in the global marketplace.

【Recruitment Background】

The company was established to strengthen cooperation among the engineering departments of the entire group, which is expanding globally, and to enhance its business and operations.

This is a recruitment opportunity to strengthen the workforce as several new projects are under development at all locations (Tokyo/Fukuoka/Seoul).

【Responsibilities】

[Immediately after hiring]

- ・ Design/development/testing/operation/maintenance of smartphone applications using Unity
- ・ Proposals from an engineer's point of view for operation/planning proposals (feasibility, development man-hours, proposals to improve specifications)

*The code management tool is Git and the development method is agile development using LEAN UX.

*Depending on your experience, aptitude, and project status, you may be asked to support projects using Cocos2d-x.

【In-house Projects】

Participation in projects not only in Tokyo, but also in the group's global bases (Fukuoka/Seoul) is possible.

Example: Not transferring, but taking charge of a product in Fukuoka or Seoul from Tokyo, etc.

【Scope of Change】

Operations designated by the company.

【Tools used】

- ・ Languages: C#, C++
- ・ Application Development: Unity, Unity Shader Graph, OpenGL ES shaders
- ・ IDEs: JetBrains Rider, Xcode, Visual Studio Code, etc.
- ・ Tool development: Python, JavaScript, etc.
- ・ CI/CD: Jenkins, etc.
- ・ Others: GitHub Enterprise, GitHub Copilot, ChatGPT Plus, Slack, Google Workspace

About Full Remote Work

■When coming to the office

*If you come to work at a base according to the company's instructions, the following measures will be taken.

①Working hours

1 Less than 150 km one way from home

The start time of work at the base is considered the start time of work and the end time of work is considered the end time of work.

(Travel time from home to the base is not considered as working hours.)

・ More than 150 km one way from home

The start time of work at the base is considered the start time and the end time of work is considered the end time. ・

However, if an employee does not work during core hours due to travel from home to the base, the employee is considered to have worked during core hours.

②Transportation expenses

Daily transportation expenses from home to the base will be paid (based on IC card). (IC card basis)

③Lodging expenses

If lodging is required, the actual cost will be reimbursed.

④Daily allowance

No allowance will be provided.

■Remote work allowance

10,000 yen/month

■About the company cafeteria

For full remote workers, there is a charge for using the deli when coming to the office.

[Working conditions]

[Welfare]

The company also offers a unique welfare program that allows employees to experience a sense of fulfillment.

■Cocone Deli

A dedicated chef provides meals that are healthy and well-balanced for employees.

■Coco Cafe

A dedicated barista serves café lattes, teas, and seasonal menu items.

■Cocone Gym

Cocone Gym offers free use of the gym and group lessons to support the health and fitness of each employee (personal lessons are available for a fee). (Personal lessons are available for a fee.)

■In-House Massage

Qualified massage therapists provide massages in a dedicated relaxation room according to the preferences and physical condition of employees.

■Five-Year Completion Leave

For every five years of service, employees are entitled to 30 days of special leave for creative rest and new sources of vitality. (Eligible full-time employees)

■Childcare Free Time

At your discretion, you can use "the number of weekdays you work x 60 minutes" each month for transporting your child to and from work, participating in events, visiting the hospital, nursing your child, etc.

This system can be used until the younger child enters the 6th grade of elementary school.

(Eligible employees: those who have completed the probationary period of regular employees)

■Tuition Support for Preschool

Partial tuition support for "International Montessori Mirai Kindergarten" operated by a subsidiary of Cocone.

■Engineer Skill Support Program

The purpose of this program is to improve the skills and expertise of Cocone engineers. The company pays half of the cost of books and online courses related to development technology so that they can actively use them. (Up to 10,000 yen per quarter *No carryover)

[Holidays/Vacations]

2 days off per week (Saturdays, Sundays and national holidays)

Year-end and New Year vacations

Celebration or condolence leave

Paid leave

Maternity leave

Childcare leave

Nursing care leave

Required Skills

[Required]

- ・ 5+ years of experience in application development using Unity
- ・ Development knowledge related to communication with servers

[Preferred]

- ・ Experience as a lead engineer
- ・ Experience in development using frameworks other than Unity
- ・ 3+ years of experience developing applications in C# or C++
- ・ Experience in 3D content development
- ・ Experience in performance tuning
- ・ Maya/3ds Max related tool development
- ・ Knowledge of shaders
- ・ Experience in development automation using scripting languages (Python, JavaScript, etc.)

[Ideal Applicants]

- ・ Highly service-oriented
- ・ Able to make suggestions on how to solve problems together with us
- ・ Desire to create services in a flat organization by sharing ideas and opinions
- ・ Willing to take the initiative and drive the project forward

Company Description