# Full-stack developer (.NET/C#)

## Job Information

**Hiring Company**
ZenGroup Inc.

**Job ID**
1577854

**Division**
IT Team

**Industry**
Internet, Web Services

**Job Type**
Permanent Full-time

**Location**
Osaka Prefecture, Osaka-shi Chuo-ku

**Train Description**
Chuo Line, Sakaisuji Hommachi Station

**Salary**
5 million yen ~ 7 million yen

**Work Hours**
Standard working hours: 9:15 AM – 6:15 PM

**Holidays**
5-day workweek (Saturday & Sunday off)

**Refreshed**
November 11th, 2026 08:00

## General Requirements

**Minimum Experience Level**
Over 3 years

**Career Level**
Mid Career

**Minimum English Level**
Daily Conversation Level

**Minimum Japanese Level**
Native Level

**Minimum Education Level**
Bachelor's Degree

**Visa Status**
Permission to work in Japan required

## Job Description

**≪Job Description & Position Highlights≫**

- Responsible for developing business applications and modifying existing systems using C#/.NET
- Contributed to service operations impacting domestic and international users through cross-border e-commerce systems and API integration development
- A rewarding role honing technical and communication skills through collaboration with multinational teams and

cutting-edge technologies
- Flexible work hours, comprehensive training programs, and vibrant company events; English lessons and club activities also available

**【Job Responsibilities】**
With our IT team based in Ukraine and our core operations in Japan expanding year after year, we are looking to hire an on-site .NET Developer to join our team and support our IT-related projects during core business hours.
At ZenGroup, a significant portion of our software is proprietary and custom-built, spanning critical systems like our time card system, logistics platforms, and service homepages. We are seeking a new web developer to join our existing IT team who will be responsible for refactoring existing code, adding new features to both our external service pages and internal systems, and coordinating on-the-ground requests and operations with our Ukraine-based team.
If you're eager to take part in a new business initiative with the potential for significant growth, we want to hear from you. Apply now and contribute to the future of ZenGroup!

■Main Duties：

- Development and maintenance of ZenGroup's cross-border e-commerce sites
- Integration of payment systems (credit cards, PayPal, digital wallets) via API
- Coordination with third-party logistics applications via API connection
- Acquisition and processing of database data to create visual reports (graphs, tables)
- Inventory integration with other platforms via API connection

■Department：
IT Team: 3

■Reason for hire：
Staff expansion

■About Us：
ZenGroup is an e-commerce company based in Osaka, Japan, with over 400 active employees across our headquarters and logistics centers. With a diverse workforce representing more than 34 nationalities, we support the international market in purchasing products from Japan and help Japanese companies sell their products overseas.
ZenGroup currently operates the following services:

- ZenMarket: A proxy-buying platform that enables international customers to shop in their own language on major Japanese e-commerce sites such as Mercari, Yahoo Auctions, Yahoo Shopping, and more.
- ZenPlus: An e-commerce marketplace that connects over 3,000 small to mid-sized Japanese businesses with international customers.
- ZenPromo: A promotional service that helps Japanese companies refine their international marketing strategies and build global brand awareness.
- ZenPop: A monthly subscription box service offering curated stationery items that highlight Japanese kawaii culture and other cultural elements.
- ZenLink: An HTML tag-based service for Japanese e-commerce companies that enables their products to be purchased on ZenMarket, driving international web traffic to their stores.
- ZenStudio: A creative agency specializing in web design and video production, supporting businesses entering digital media or enhancing their e-commerce presence to meet modern trends.

Today, our platform has over 2 million registered users, is available in 19 languages, and serves customers in over 181 countries across six continents—delivering Japanese products to the world.

**【Employment Type】**
Full-time (Permanent)
*3 Month probationary period (salary same as below)

**【Salary】**
420,000~500,000¥ Monthly (Based on previous experience and ability)
Estimated salary in year 1: 5.0~7.0M¥

- Salary evaluation: Once a year
- Bonus: Twice a year (June and December)

**【Working Hours】**
Standard working hours: 9:15 AM – 6:15 PM (8 working hours / 1 hour break)
*Flextime available: Start work anytime between 7:00 AM - 10:00 PM, with up to 2 hours of break time per day.
*Standard working hours apply during the initial training period (approx. 2 months).

**【Work Location】**
Osaka Sakaisuji L Tower, 1 Chome-7-7 Kawaramachi, Chuo, Osaka, Osaka Prefecture, Japan
*Access:Osaka Metro Chuo Line Sakaisuji Honmachi Station 6 mins
*On-site

**【Holidays & Leave】**

- 5-day workweek (Saturday & Sunday off)
  *Work is required on national holidays, excluding the New Year holiday.
- New Year holiday (4 days)
- Paid leave (26 days in year 1)
  *26 days of paid leave are provided from the first year, with the number increasing annually.
  In 2024, the paid leave usage rate exceeded 80%.
- Congratulatory and condolence leave
- Maternity/paternity leave
- Child care leave

- Personal day leave

**【Benefits & Welfare】**

- Overtime (paid by minute)
- Transportation allowance (up to ¥30,000/month)
- Complete social insurance (workers' compensation, employment, health, welfare pension)
- Business casual dress code ( no suit required )
- Training system (job-specific, level-specific training)
- Japanese/English lessons
- In-house club activities (karaoke, day camp, etc.)
- Monthly company events
- Free tea and coffee

## Required Skills

**【Must-Have Skills】**

- 3+ years of practical software development experience.
- Proficiency in C# and .NET web development.
- Strong front-end/back-end development experience with JavaScript.
- Experience using MSSQL or similar databases.
- Experience using Entity Framework.
- Solid understanding of Object-Oriented Programming (OOP) and common design patterns.

**【Preferred Skills】**

- Familiarity with cloud platforms such as Azure
- Contributions to open-source projects or personal side projects
- Strong interest in software architecture or leading technical discussions

**【Personality】**

- Analytical & Detail-Oriented: Candidates who write clean, efficient code in C#, with a strong focus on quality and accuracy.
- Adaptable & Curious: Candidates who are open to adopting new tools and technologies, including migrating to updated frameworks. They actively research emerging technologies and make thoughtful suggestions to help the team improve development processes.
- Collaborative Communicator: Candidates who are comfortable communicating in a collaborative, multilingual environment. Within a team, they can report project status, listen actively, and contribute constructively to discussions.

**【Regarding the Selection】**

- Positions Available：1
- Selection Process
  ▽First interview – Hiring Team (45-60 mins, online or in-person)
  *Logic test (test excluded for online Interviews)
  ▽Second interview – IT team (45-60 mins, in-person required)
  *Online
  ▽Third Interview – HR Planning Team (45-60 mins, online or in-person)
  *Company culture test

## Company Description