



## Web Designer

### Job Information

**Hiring Company**

[ZenGroup Inc.](#)

**Job ID**

1578170

**Division**

ZenStudio Division

**Industry**

Internet, Web Services

**Job Type**

Permanent Full-time

**Location**

Osaka Prefecture, Osaka-shi Chuo-ku

**Train Description**

Chuo Line Station

**Salary**

3.5 million yen ~ 4.5 million yen

**Work Hours**

Standard working hours: 9:15 AM – 6:15 PM

**Holidays**

5-day workweek (Saturday & Sunday off)

**Refreshed**

April 15th, 2026 09:00

### General Requirements

**Minimum Experience Level**

Over 3 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Business Level

**Minimum Education Level**

High-School

**Visa Status**

Permission to work in Japan required

### Job Description

**«Job Description & Position Highlights»**

- Handle everything from web design to coding
- Expand your skills by tackling projects across multiple industries with a multinational team
- Thrive in an international production environment utilizing both English and Japanese
- Work flexibly with a flexible work schedule and 26 days of paid leave in your first year

**【Job Responsibilities】**

ZenStudio is a diverse team of web designers and media professionals from all over the globe. Our mission is to design and create borderless for clients aiming to expand their business ideas globally.

With the number of external clients growing rapidly, we are looking to add members to our web design team to help meet this increasing demand. Are you looking for a chance to work with a global team and take part in a vast range of web-design focused projects for clients in various industries? ZenStudio could be the right place for you!

**■Main Duties :**

- Web page design
- Coding
- Ad & banner creation
- Social media post creation
- Presentations and pamphlet creation

**■Department :**

ZenStudio Division ZenStudio Design Team

(Design Team Leader = 1, Design Project Managers = 2, Design staff members = 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】**

Permanent employee (full time)

\*3 Month probationary period (salary same as below)

**【Salary】**

300,000~¥Monthly (Based on previous experience and ability)

Estimated salary in year 1: 3.9~4.2MJPY

- 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)

\*Flexitime 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]**

- Native or business-level Japanese proficiency
- Business-level English proficiency (TOEIC 800+)
- 3-5 years of experience as a web designer (Must submit a portfolio showcasing site & banner design)
- HTML and CSS proficiency
- Basic knowledge of JavaScript
- Proficiency in Photoshop, Illustrator, and Figma (or Adobe XD)

### **[Preferred Skills]**

- Familiarity with Shopify
- Familiarity with ColorMe
- Familiarity with Hubspot, Ochanoko, EC-CUBE, or other e-commerce platforms

### **[Personality]**

- **Bilingual Communication Skills:**  
Internal communication within the design team is primarily conducted in English, while communication with clients is typically in Japanese. We are looking for candidates who are comfortable and effective at navigating a bilingual professional setting.
- **Versatility & Flexibility:**  
Our team handles a wide variety of tasks for diverse clients, ranging from web design to front-end coding. It is essential that you can adapt your approach and skill set to meet the unique requirements of each project.
- **Collaboration & Coordination:**  
As a key member of the ZenStudio web design team, you will need to balance your own projects while working closely with our internal web production team and external clients. We value candidates who have experience collaborating across multiple departments to meet collective deadlines.
- **Detail-Oriented Execution:**  
In both web design and coding, precision is vital. We are looking for a candidate who ensures that designs are consistent and functional, code is clean and well-structured, and all project requirements are met with a high degree of accuracy.

### **[Regarding the Selection]**

- Positions Available : 1
- Selection Process
  - ▽First interview – Hiring Team (45-60 mins, online or in-person)
    - \*Logic test + Design test (Tests excluded for online interviews)
  - ▽Second interview – ZenStudio Web-design team (45-60 mins, in-person required)
    - \*Travel Reimbursement up to ¥27,000 available for applicants outside the Kansai region
    - \*Logic Test (If not completed during the first interview)
  - ▽Third Interview – HR Planning Team (45-60 mins, online or in-person)
    - \*Company culture test

## Company Description