



Wire Harness Design Engineer - Global Team | ZUKEN / Creo

★Relocation & Visa Support Available★

Job Information

Hiring Company

ZAMA Japan Kabushiki Kaisha

Job ID

1580135

Division

Design Department

Industry

Machinery

Company Type

Small/Medium Company (300 employees or less) - International Company

Non-Japanese Ratio

Majority Japanese

Job Type

Permanent Full-time

Location

Iwate Prefecture, Hachimantai-shi

Salary

5 million yen ~ 8 million yen

Work Hours

フレックスタイム制 コアタイム10:00-15:00

Holidays

年間休日124日

Refreshed

April 21st, 2026 04:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level (Amount Used: English usage about 75%)

Minimum Japanese Level

Basic

Minimum Education Level

Bachelor's Degree

Visa Status

No permission to work in Japan required

Job Description

Wire Harness Design-Engineer

The ZAMA Group is a full-service supplier and a global market leader in fluid and fuel management systems, precision machined parts, and electrical and electro-mechanical solutions, with a legacy of operational excellence. We are looking for a motivated Wire Harness Design Engineer to create and develop wire harnesses to join our team. Your expertise will drive our success. Apply now!

Responsibilities

- Create and develop detailed wiring harness designs, including schematics and layout diagrams using CAD software (e.g., ZUKEN, Creo).
- Develop and maintain specifications and design standards for wiring harness design, including materials, connectors, terminals, and protective sleeves.
- Ensure that all designs comply with industry standards and regulations, such as IPC, IEC, and RoHS, while maintaining adherence to quality and safety guidelines.
- Evaluates alternative wiring harness materials and components and recommends most cost-effective solutions while fulfilling high quality standards.
- Leads design reviews and contributes to continuous improvement initiatives to enhance product performance and reduce costs.
- Analyze test data, identify potential risks and recommend design improvements to the development team.
- Work closely, remotely or on site via business trips, with an international engineering and manufacturing team to ensure seamless realization of wiring harnesses
- Collaborates with the Quality Assurance team to ensure compliance with industry standards, such as ISO, IPC, etc.

Organization Structure

Japan entity: approximately 10 employees

A young and dynamic team with a friendly and collaborative work environment.

[Employment Type]

Full-time Employee

[Salary Range]

JPY8,000,000 (Commensurate with experience)

[Work Hours]

8:00 – 17:00

- Flextime system available
 - Core time: 10:00 – 15:00
 - Flexible hours: 6:00 – 10:00 / 15:00 – 21:00
- Break time: 60 minutes
- Overtime work: Yes

[Work Location Information]

ZAMA Japan Co., Ltd. – Headquarters

2-154-14 Ogata, Hachimantai City, Iwate Prefecture, Japan

- Nearest station: Ōbuke Station (JR Hanawa Line)
- Smoking policy: No smoking indoors
- Scope of changes: May be assigned to other business locations as determined by the company

[Holidays and Leave]

- Two days off per week (Saturday and Sunday), plus national holidays
 - Note: Approximately two national holidays per year may be designated as working days.
- Annual paid leave: 10 days or more (granted after six months of employment)
- 124 annual holidays
- Golden Week holiday
- Summer holiday (9 days)
- Year-end and New Year holiday (9 days)

Required Skills

- Bachelor's degree in electrical engineering or mechanical engineering
- Minimum of 5 years of proven experience in designing wiring harnesses and related components.
- Proven successful project completion and product design from concept to production in previous employment.
- Analytical thinking, trouble shooting and problem-solving methodology
- Ability to work in cross-functional team environment
- Willingness to travel to Philippines
- Proficiency in wiring CAD software (ZUKEN E3, Creo, etc.)
- Advanced written and oral communication skills in English (TOEIC 750 and above)
- Proficiency in 3D routing CAD software is a plus (ZUKEN XVL studio WR, etc.)

Company Description