TAIMATSU

Graphic Designer | Build Global Brands Through Craft & Tech

Sharing Japanese Craftsmanship Worldwide

Job Information

Hiring Company
TAIMATSU Co., Ltd

Job ID
1610059

Division
Creative Division

Industry
Internet, Web Services

Company Type
Small/Medium Company (300 employees or less)

Non-Japanese Ratio
Majority Non-Japanese

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Chuo-ku

Train Description
Toei Oedo Line, Kachidoki Station

Salary
3.5 million yen ~ 7 million yen

Refreshed
November 4th, 2026 04:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

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

Minimum Japanese Level
Daily Conversation Level

Minimum Education Level
High-School

Visa Status
Permission to work in Japan required

Job Description

【About Our Company】
We are a fast-growing startup redefining Japanese craftsmanship for the modern world under the concept **"Bringing Japanese Tradition into Everyday Life Worldwide."**

- Our products span traditional Japanese knives, sake, samurai-inspired crafts, and more—reimagined for global audiences.
- Over **80% of our team members are non-Japanese**, representing **56+ nationalities**, creating a highly diverse and global environment.
- Despite being only a few years old, we have achieved sales in **166+ countries** and recorded **255% year-over-year growth**, earning strong recognition from customers worldwide.

【Position Overview】

We build brands at the intersection of Japanese craftsmanship and cutting-edge technology.

As a fast-growing multi-brand, omnichannel company, we transform traditional philosophies and artisan culture into compelling brand experiences across global digital and physical channels. This role offers the opportunity to bring each brand's identity to life across a wide range of customer touchpoints, including digital platforms, advertising, packaging, print, and retail. It requires a high level of precision, cultural sensitivity, and exceptional creative execution.

We are currently seeking a highly skilled and detail-oriented **Senior Graphic Designer** who can consistently deliver premium-quality creative work for international markets.

If you are looking to further develop your skills, take on new challenges, and make tangible progress in your career, we would love to hear from you. We encourage you to apply!

【What We Hope You Will Take On】

As our company continues its rapid growth, you will play a key role in defining each brand's identity and concept, delivering cohesive and consistent creative work across a wide range of media and customer touchpoints.

Beyond planning and developing creative concepts that reflect the needs of international customers and the characteristics of different markets, you will have the opportunity to take on art direction that further strengthens each brand's unique identity and explore new forms of visual expression.

Another important aspect of this role is expanding creative possibilities by improving production workflows and proactively adopting new tools, including AI-powered technologies.

Looking ahead, we envision you taking ownership of the overall creative direction of our brands, from establishing creative strategies to maintaining the quality of all creative deliverables, ultimately driving brand growth through the power of creativity.

【Key Responsibilities】

- Create campaign visuals across both digital and physical channels.
- Develop high-performing creative assets for paid advertising, e-commerce platforms, and brand launches.
- Create visual assets for websites, marketing materials, packaging, and branded merchandise.
- Design work that strengthens brand equity while adhering rigorously to established brand guidelines.
- Prepare clean, production-ready files for both digital and print applications.
- Support creative and art management, ensuring a high level of executional consistency and reproducibility across deliverables.
- Lead and mentor junior designers, helping elevate their quality of work and maintain high creative standards.
- Collaborate closely with cross-functional teams, including Marketing, Product, Engineering, and Retail.

【Team Structure】
Creative Division
- Team size: 11 members
- Gender ratio: 6:5

【Work Style】

- **Weekends and public holidays off**, with **125 annual holidays**.
- Paid leave is easy to take, supporting healthy work-life balance.
- Primarily office-based, enabling close teamwork and rapid development cycles.

【Employment Type】
Full-time employee (Permanent)
Probation period**:** 6 months (no change in salary or benefits)

【Compensation】
Annual salary: ¥3.5M–¥7.0M
Monthly salary: ¥300,000–¥500,000 + bonuses
Salary determined based on experience and capability
Bonuses: General employees: **2 times/year**
Comprehensive/managerial roles: **3 times/year**
*available after the completion of the probationary period.
Salary increases: Conducted based on performance

【Work Location】
Harumi Triton Square X-Building 22F, 1-8-10 Harumi, Chuo-ku, Tokyo
Nearest station: **Kachidoki (Toei Oedo Line)**

【Working Hours】

Flextime System (8 hours actual work)
- Start time: 7:00 a.m. – 11:00 a.m.
- End time: 3:00 p.m. – 9:00 p.m.
- Core hours (mandatory working hours): 11:00 a.m. – 3:00 p.m.

【Holidays & Leave】
125 annual holidays
Full two-day weekends (Sat/Sun)
National holidays
Christmas & Lunar New Year leave (3 days selectable between Dec–Feb)
Paid leave (granted after 6 months)

【Benefits】
Transportation allowance (up to ¥25,000/month)
Full social insurance coverage
Overtime allowance
Position allowance

Required Skills

※Portfolio submission required

【Required Qualifications】

- 5+ years of professional experience in graphic design.
- Strong fundamentals in graphic design, including typography, composition, whitespace, color theory, and image selection.
- Demonstrated ability to conceptualize and produce concept-driven designs, as evidenced by a portfolio.
- Ability to understand brand objectives and target audiences, and deliver visual communications tailored to specific goals.
- Ability to articulate the rationale behind creative work and design decisions, and clearly define one's individual contributions when working collaboratively.
- Practical production skills across digital, print, and other media, with a strong commitment to detail and the ability to consistently deliver high-quality work.

【Preferred Qualifications & Skills】

- Experience in brand design and the development and implementation of brand identities.
- Design experience in e-commerce, fashion, luxury, or lifestyle industries.
- Experience creating brand assets, campaigns, and advertising for international markets.
- Experience designing across multiple channels, including websites, social media, advertising, packaging, print materials, and retail spaces.
- Proficiency in Adobe Photoshop and Illustrator.
- Experience using AI for research, concept exploration, image generation and editing, and improving creative workflow efficiency.

【Language Requirements】

- Business-level English proficiency, both written and spoken.
- Strong communication skills with both international and Japan-based teams.
- Basic conversational Japanese proficiency.

【Tools & Platforms】

- Adobe Creative Cloud
- Figma

Company Description