



## Web デザイナー

### Job Information

**Hiring Company**

[ZenGroup Inc.](#)

**Job ID**

1515843

**Industry**

Digital Marketing

**Company Type**

Large Company (more than 300 employees)

**Non-Japanese Ratio**

Majority Non-Japanese

**Job Type**

Permanent Full-time

**Location**

Osaka Prefecture

**Salary**

4 million yen ~ 4.5 million yen

**Salary Bonuses**

Bonuses included in indicated salary.

**Work Hours**

9:15 ~ 18:15

**Holidays**

完全週休2日制（シフト制） ・ 年末年始休暇 ・ 有給休暇（初年から26日間実装、入社時10日、半年後16日支給）

**Refreshed**

April 4th, 2025 01:00

### General Requirements

**Minimum Experience Level**

Over 3 years

**Career Level**

Mid Career

**Minimum English Level**

Daily Conversation

**Minimum Japanese Level**

Fluent

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

### Job Description

**<About Us>****◆ Who We Are**

We are ZenGroup, a global e-commerce company based in Osaka serving customers worldwide. We are a diverse team

representing over 30 nationalities across 6 continents, offering our services in 19 languages.

#### ◆ Company Overview

ZenGroup Inc. is composed of five divisions:

- **ZenMarket:** A proxy buying service for Japanese products unavailable overseas.
- **ZenPlus:** A cross-border e-commerce mall selling Japanese goods internationally.
- **ZenPop:** A subscription service delivering Japanese stationery items worldwide.
- **ZenPromo:** A one-stop solution for Japanese companies seeking to expand abroad, offering marketing to shipping services.
- **ZenStudio:** A creative agency specializing in web design, photo and video production, social media, and graphic design.

Through all our services, we aim to showcase the best of Japan globally and capture 20% of the world's cross-border e-commerce sales!

#### ◆ Why We Are Hiring

ZenStudio launched operations last summer with ambitious goals to support ZenGroup's growth and expand our services to external clients. We provide diverse web design solutions, including web design and development, coding landing pages, and creating graphics for advertisements and social media.

If you're looking to join a growing international team of creative professionals and want to use your web design skills to make a real impact, we want to hear from you!

#### <About the Position>

##### ◆ Position Title

Web Designer

##### ◆ Duties Include

Digital & Print Design:

- Create effective banners for online ads across different platforms.
- Design appealing social media posts to promote our services and Japanese products.
- Develop presentations and pamphlets for B-to-B events.

Web Design & Development:

- Design responsive web pages aligned with brand aesthetics and marketing goals.
- Utilize HTML, CSS, and JavaScript to code landing pages and email templates.
- Ensure compatibility across devices and browsers.
- Edit backend coding in the Silverstripe CMS for landing page creation.

Collaboration:

- Work closely with marketing and media production teams to ensure cohesive design.
- Collaborate with other designers to meet project timelines.

##### ◆ Example Day at Work

- **9:00–10:00:** Morning routine – Check emails, Slack messages, and daily agenda.
- **10:00–10:30:** Team catch-up meeting to share workload updates.
- **10:30–12:00:** Focused work on urgent tasks.
- **12:00–13:00:** Lunch break (in the office or outside with coworkers).
- **13:00–17:00:** Design or coding tasks, client meetings, and exploring web design references.
- **17:00–18:00:** Wrap up, respond to messages, and plan for tomorrow.

##### ◆ Employment Type

- Permanent employee (Full Time) – 3-month probation period.
- On-site work (Remote Work not available).

##### ◆ Working Hours

- 9:15–18:15 (flex time available: Core time 10:00–16:00, 8 hours of work).
- Up to 2-hour lunch break.
- Two days off per week (Saturday, Sunday).
- Year-end and New Year holidays (4 days).
- Total 26 paid days off per year (increases year over year).

##### ◆ Salary

- ¥280,000–340,000/month (based on experience and ability).
- Bonus twice a year (June and December).

##### ◆ Benefits

- Annual salary raise.
- Transportation allowance (up to ¥30,000/month).
- Relocation allowance (¥100,000 for applicants relocating to Osaka).
- Overtime pay (paid by the minute).
- Social insurance (workers' compensation, employment, health, welfare pension).

- Business casual dress code.
  - Qualification acquisition support system.
  - Job-specific training.
  - In-house club activities (karaoke, day camps, etc.).
  - Monthly company events.
  - Free tea and coffee.
  - Maternity and paternity leave.
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## Required Skills

### ◆ Must-Have Skills

- Web design experience (3–5 years).
- Native Japanese proficiency.
- Conversational English proficiency (TOEIC 700+).
- Proficiency in HTML and CSS.
- Experience with Photoshop, Illustrator, and Figma (or Adobe XD).
- Basic knowledge of JavaScript.

**Note: Submit a professional portfolio with your application.**

### ◆ Preferred Skills

- Basic knowledge of PHP.
- Experience with CMS (e.g., Silverstripe, WordPress).

### <Who We Are Looking For>

- **Global Mindset:** Interested in working within a predominantly international team and stepping away from traditional Japanese workflows.
- **Detail-Oriented:** Talent for crafting designs that blend functionality and visual appeal.
- **Time Management:** Ability to prioritize tasks, meet deadlines, and maintain high-quality results.
- **Adaptability:** Flexible with design requests and workflows based on project changes.

### ◆ Recruitment Process

1. Resume Screening.
  2. First interview + Logic Test & Web Design Test (HR).
  3. Second interview (CEO + Creative Team Leaders).
    - Logic Test (if not taken earlier).
  4. Third interview (HR Planning + Company Culture Test).
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