

Capcom Voices

Foreign National Employees

Bridging the language barrier to create worlds that resonate with fans

Alexander Erhart | Game Development Section 6, Game Development Department 2, Consumer Games Development Division 1

As a concept artist, I work on the development of both Capcom's flagship series and new IPs. My role involves designing a wide range of elements—from assets to the environment design of key locations—that help enrich the games' world and deepen its narrative.

Growing up in Germany, I've been a fan of Capcom games since childhood. When I moved to Japan and joined Capcom, I didn't have any Japanese language capability. However, it was clear from the beginning that communication and an understanding of the language was essential to creating designs that truly enhance the visual direction and storytelling. I want to express my ideas clearly in meetings and fully grasp the nuances of feedback, so I decided to enroll in Japanese language training. The lessons are held twice a week and are conducted online in a one-on-one format. By integrating the sessions into my weekly schedule, I've been able to continue learning without added stress. Two years since the beginning of the program, I've started enjoying casual conversations with colleagues and can feel my progress.

While there is still a long way to go, I'm committed to continuing my studies, evolving and gradually overcoming the lingual challenges—both in general, as well as regarding industry-specific terminology related to my work. By improving my Japanese skills, I aim to deepen my understanding of the culture and enhance communication within my team. Ultimately, I hope to deliver visually compelling experiences through my concept art—ones that leave a lasting impression on players around the world.



Female Managers

Maximizing character appeal: product planning capabilities born from team information sensitivity

Yuuki Seno | Manager, Product Planning Team, Arcade Product Department, Arcade Operations Business Division

I plan and develop exclusive products for our company's stores like Capcom Store and online services such as Cap Tore and Cap Kuji. As team leader, I also oversee overall product planning.

The character goods industry continues to thrive year after year, while social media—the primary means of product promotion—constantly shifts in trends and techniques. Consequently, products born from unoriginal plans or promotions risk getting lost among other products. To leverage our strength—creating products that capture the enduring appeal of titles beloved by a wide audience—I believe it's crucial for each team member to maintain a broad perspective and engage with diverse information.

I take the initiative to keep my antennae tuned, consciously gathering even information that doesn't seem directly related to my work as a source of ideas. I actively strive to share the information I gain within the team.

The interesting aspect of this role lies in the fact that the user base for a game title and the purchasing demographic for its merchandise don't necessarily align. By approaching audiences beyond the title's target users, there's potential to significantly expand the purchasing demographic depending on the plan, which I find very rewarding.

Together with our team members, we pursue the unique value only our team can create. Guided by the motto "products you'll be eager to share with others," we aim to provide merchandise that allows fans to delve deeper into the worlds of Capcom IPs.



Young Employees

The challenge of creating titles that captivate the world, born from diverse opinions and ideas

Shoko Kemmochi | Game Program Section 1, R&D Department 2, Consumer Games Development Division 2

As a programmer, I have been responsible for implementing players, enemies, gimmicks, and UI programs. In my third to fourth year, I took on the role of training new hires, and by my fifth year, I served as a unit leader. Since then, while advancing pre-prototype verification implementation, I have also been involved in career counseling and evaluations for team members as a group leader.

A significant experience in my management of work tasks was the Mentor Training program. I completed ten one-hour online sessions, learning the qualities necessary for a leader to boost team member motivation. Participants ranged from group leaders to department heads, and discussing diverse perspectives and experiences broadened my horizons. I was particularly inspired by everyone's attitude of "being open to any opinion at first."

In development, members with diverse backgrounds and roles come together to create a single work. While it's a workplace where even junior members actively voice their opinions, failing to grasp the intent behind those varied perspectives would mean we couldn't create games that people worldwide can enjoy. After the training, I became more conscious of first being open to any opinion before engaging in dialogue. As a prerequisite for this, I also put more effort into creating an environment where people feel comfortable consulting others. Now, I find great fulfillment in carefully understanding each member's passion and requests while creating games I love alongside my colleagues.



Male Employees Taking Parental Leave

Contributing to organizational strengthening through a workplace environment supporting personal and professional growth

Yuma Nakanishi | Senior Manager, Corporate Strategy Section, Corporate Planning Department, Planning and Strategy Division

After handling legal affairs at domestic and overseas subsidiaries, I now work in the Corporate Strategy Section, where I steer internal discussions on mid- to long-term strategy and execute dynamic initiatives that affect corporate growth, such as M&A and compensation system revisions. As the senior manager of the section, I engage in these high-impact tasks while also providing directions to a team manager and members and handling daily consultations. At Capcom, which competes globally, I find immense fulfillment in work brimming with growth opportunities.

While holding a position of responsibility, I took one month of childcare leave when my child was born. During this leave, my team manager took charge of my duties, supported by other team members. I am grateful for the supportive atmosphere that made taking childcare leave easy and for the smooth transition back to work. During my childcare leave, I maintained an early-to-bed, early-to-rise routine so that I can handle all household chores except for nighttime feedings. Though limited in time, intensively training myself in each household task allowed me to actively support childcare even after returning to work. I truly appreciate having an environment where I can value time with my family while also giving my all to my job.

To realize our vision to be a company that captivates people around the world with our best-in-class immersive content, I aim to work passionately on my duties. I also want to personally demonstrate how to balance work and private life regardless of position, and dedicate effort to creating an environment where members can easily follow suit.

