



# G Talent

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## Search Engineer | Job Search Engine Operation

**Flextime & Remote Work★Start-up Company**

### Job Information

#### Recruiter

G Talent at Bizmates, Inc.

#### Hiring Company

◆Job Search Service Management Company◆

#### Job ID

1491626

#### Industry

Internet, Web Services

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards

#### Salary

6 million yen ~ 14 million yen

#### Work Hours

Flextime

#### Refreshed

August 27th, 2024 16:32

### General Requirements

#### Minimum Experience Level

Over 3 years

#### Career Level

Mid Career

#### Minimum English Level

None

#### Minimum Japanese Level

Business Level

#### Minimum Education Level

High-School or Below

#### Visa Status

Permission to work in Japan required

### Job Description

[ About the company ]

The company, which operates a purely domestic job search engine that began in 2015 as a new venture for a major job site operator, made a new start on November 12, 2019 as a joint venture company between Z Holdings Corporation ("Z Holdings") and Bizreach Inc.

The company aims to become the number one job search engine in the industry by combining the search technology of Z Holdings, which has been providing search services as a pioneer in the Internet industry, and the know-how of Bizreach, which has been disrupting industry conventions to create job search services for job seekers.

The business started in 2015 in order to solve the problem of the large number of job openings in the world, which are scattered across various job media and company websites, resulting in a large negative impact on job search.

In December 2020, the company integrated with "Yahoo! Job Search " to further strengthen the collaboration with Z Holdings. From now, they are aiming to create products which create "new ways of working" that go beyond the framework of a job search engine by collaborating with various assets of Yahoo!

#### [ Job Description ]

As a search engineer at the company, you will be responsible for product development. You will work on improving existing services, adding new features, and developing new products while collaborating with other engineers, designers, service planners, marketing staff, and sales staff across departments.

#### <Examples of Work>

- Development and operation of in-house search engine
- Functional development focused on performance and search quality improvement

As a search engine service, the key is to improve search quality and provide the freshest jobs. Therefore, it is an engineer-driven business where technology is directly linked to business growth.

#### Development Environment

- Development language: Rust/Scala/Java/Python
- Cloud service: AWS
- Virtualization infrastructure: Docker/Kubernetes
- Search engine: Vespa/Elasticsearch/Solr/Lucene
- Provisioning: Terraform/Ansible
- Monitoring: DataDog/Kibana
- Development tools: GitHub/Slack/Jenkins/JIRA/Confluence

#### Development Structure

"Product Driven", they are working on development with responsibility for the execution of the product roadmap. Because search engine development involves a wide range of components such as crawling, indexing, and search, Standby has formed mixed groups of engineers, planners, and designers for each theme, and by clarifying roles, responsibilities, and authority, each group defines its own mission and goals, and the Each group defines its own mission and goals, and all members work together to achieve them.

Each group is managed through the collaboration of members with the following roles

- Manager: Responsible for group management
- Product Owner: Responsible for the realization of each theme.
- Tech Lead: Responsible for the development methodology and technical elements of each theme.

It is recommended that each group pursue its own optimal approach to the development process. Many teams are currently using Scrum for their development.

As a code of conduct for individuals and teams in product development, the company has established a code of conduct consisting of the initial letters of the five actions of "START" and is working on development.

#### - Scientific

With numbers as the common language of business and products, all events and policy decisions are conducted, evaluated, and discussed with the support of numbers as much as possible.

#### - Technological

To prioritize and implement technological solutions in all problem solving, or to provide solutions for the future of technological problem solving.

#### - Ambitious

A growth hacking environment is in place, and the company is constantly challenging itself to achieve ambitious strategies and goals.

#### - Relevant

As business and technical experts, keep thinking about the growth of the product and keep proposing the best solution for the user.

#### - Transactive memory (wisdom maximization)

Respect individual expertise, collaborate, and discuss to achieve more optimal results.

In accordance with this action guideline, the company will realize its mission "UPDATE WORKSTYLES" through its products.

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#### [ Working conditions ]

##### < Welfare >

- Full social insurance
- Commuting allowance
- Lending of MacBookPro (for engineers and designers only)
- In-office café (free water server and coffee server), etc.
- Annual paid vacation (10 days granted on the day of employment)

##### < Working hours >

Flexitime

< Holiday >

Saturday/Sunday/National Holiday  
Annual Paid Leave  
New Year Holiday  
Parental Leave  
Special Paid Leave  
Congratulations & Condolence Leave  
Summer Holiday

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## Required Skills

### **[Required]**

- 3+ years of experience developing and operating search services using one of the full-text search servers such as Vespa/Elasticsearch/Solr, or software using full-text search libraries such as Lucene
- Experience in performance tuning of search engines
- Experience in tuning search engine search accuracy
- Basic knowledge of algorithms and data structures
- Experience developing and operating software in Java or Python

### **[Preferred]**

- Experience in software development and operation with Rust or Scala
  - Experience in development and operation with AWS
  - Basic knowledge of infrastructure and cloud computing for applying machine learning models
  - Experience in software development using morphological analyzers
  - Experience in analyzing and visualizing log data
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## Company Description