



## Senior Backend Engineer (Workflow Engine) ~12M

**Global, Work-Life Balance, Innovation**

### Job Information

**Recruiter**

iWill Capital G.K.

**Job ID**

1521893

**Industry**

Software

**Company Type**

Large Company (more than 300 employees) - International Company

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

8.5 million yen ~ 12 million yen

**Refreshed**

April 11th, 2025 10:01

### General Requirements

**Minimum Experience Level**

Over 6 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

None

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

### Job Description

#### Recruitment Background

We are on a mission to "Unleash the potential of manufacturing." We operate a cloud-based system that supports digital transformation centered on the use of drawings, which are the most essential data in the manufacturing industry.

Launched in 2022, it is a groundbreaking product that uses technologies such as machine learning to structure and link critical design data, considered vital in the manufacturing sector. This innovation transforms this data into valuable informational assets. We have already received significant adoption from leading domestic manufacturing companies and machining firms. In 2023, we expanded our sales efforts to international markets.

Our vision for the future is to replicate and consolidate manufacturing expertise through technology, extending beyond blueprints to achieve holistic optimization across departments and companies. We aspire to transform our customers'

workstyles and cultures, ultimately driving a revolution in the entire manufacturing industry. To help us shape such a world, we are looking for new members to join our team.

One of the issues we are currently facing in the development of this rapidly growing product is developer productivity. The inefficiencies in the development environment have become more noticeable, and they are becoming a hindrance to the development of features and a degradation of the developer experience. As an activity to resolve these issues, the need for Platform Engineering is increasing.

#### Job Responsibilities

There are various interpretations and approaches to Platform Engineering in the world, but here, we will be working on providing tools and infrastructure to reduce the cognitive load on developers by “separating concerns.”

Among these, in this post, you will be working on the following tasks

- Communication and collaboration with developers to increase the value provided
- Development and operation of self-service tools and platforms
- Improvement of development processes and environments, not limited to the provision of new tools

\* Besides the team we are recruiting for this time, you may be assigned to other teams depending on your experience and preferences. (In that case, we would be happy to discuss this with you at the interview.) \* After joining the company, your role may change due to organizational growth or an individual's career perspective.

#### Organization

The Platform & Enabling Department supports engineers in all aspects of product feature development, providing QA, SRE and security expertise across teams, as well as cross-system infrastructure and processing infrastructure.

The Platform Engineering Team is a newly established team. With the mission of “Unleash the Potential of Developers,” we aim to free developers from cognitive load so that they can focus on delivering value.

Let's touch on the multinational nature of the TECH organization.. 20% of our development members are from overseas (Asia, Europe, North America, etc.). We are challenging to create an organization in which multinational members can play an active role, for example, some teams communicate mainly in English, and important meetings are held in both Japanese and English.

#### Experience you will gain in this position

- Experience solving difficult problems with highly enthusiastic team members
- Experience contributing to the international scale of a product and development organization with technical capabilities
- Experience in providing value to society through the development of products that change the industrial structure.

#### Development Environment

- Frontend:TypeScript,React,Next.js
- Backend:Rust(axum),TypeScript,Node.js(Express,Fastify,NestJS)
- Machine Learning · Algorithm:Rust,Python,OpenCV,PyTorch,TorchServe,Elasticsearch,Vertex AI
- Infrastructure:Google Cloud,Google Kubernetes Engine,Anthos Service Mesh,Istio,Cloudflare,Argo Workflows
- Event Bus : Cloud Pub/Sub
- DevOps : GitHub,GitHub Actions,ArgoCD,Kustomize,Helm,Terraform,Datadog,MixPanel,Sentry
- Data:CloudSQL(PostgreSQL),AlloyDB,BigQuery,dbt,trocco
- API:GraphQL,REST,gRPC
- Authentication:Auth0
- Other tools:GitHub Copilot,Figma,Storybook
- Communication:Slack,Discord,JIRA,Miro,Confluence

#### Work environment

#### Workplace

- We primarily operate on a remote work basis.
- To encourage team interaction, we have recommended in-office days approximately once a week and off-site meetings 1 to 2 times a quarter.
- If you prefer to work from the office, you are welcome to use our office space at any time.
- Several team members also reside outside the Greater Tokyo area, including in the Chubu, Kansai, and Kyushu regions.
- Working Hours
  - Flextime (core time 11:00-16:00), including 1 hour break, with overtime
  - Employment type
    - Full-time employee
    - 3-month probationary period (no changes in salary or benefits during this period)
    - Holidays and Leave
  - Annual paid leave (available after 6 months of employment) and special paid leave upon joining (3 days)

- Summer vacation (3 days, available at your discretion between July and December)
- Year-end and New Year's holidays (6 days)
- Nursing and caregiving leave (up to 4 days per year) - Pets included
- Refreshment leave (consecutive 5 days every 5 years of service)
- Mourning and celebration leave
- Allowances and Benefits

#### Various Allowances

- Transportation expenses paid (up to 30,000 yen per month)
  - Residents living far from the office receive up to 60,000 yen per month
- Childcare allowance
  - 15,000 yen per month per dependent family member under 18
- Support for Employee Interaction
- Club activity support fund (1,500 yen per member per activity)
- Teaming Offsite cost assistance (5,000 yen per person, up to once per quarter)
- Meal allowance for team internal interactions (2,000 yen per person, up to once a month)
- Meal allowance for interactions between different teams (3,000 yen per person, up to once a month)
- Growth Support
- Server cost assistance (up to 10,000 yen per month, available to engineers)
- Book purchase support
- External training course fees reimbursement
- Life Events and Family Support
- Parental and caregiving leave (available after the end of the probationary period)
- Marriage congratulatory gift (50,000 yen), childbirth congratulatory gift (100,000 yen)
- Relocation assistance
- Others
- Comprehensive social insurance coverage (employment, workers' accident, health, welfare pension)
- Provision of company PCs
- Paid for medical checkups and gynecological examinations
- Company-wide recognition per quarter (Q)

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## Required Skills

### Required Qualifications

- 7+ years of hands-on experience developing backend systems for web applications
- Experience in decision-making regarding technology selection, architecture design, and construction for the entire service.
- Hands-on experience with statically typed programming languages (such as Rust/Java/C++/Go, etc)
- Experience in development using public cloud platforms such as AWS, Google Cloud, etc.
- Business-level English proficiency \*team communication is mainly in English.

### Preferred Qualifications

- Conversational-level Japanese proficiency(Japanese Language Proficiency Test N2 or above is a guideline; external communication is a mix of Japanese and English).
- Hands-on experience with Rust. \*Rust is mainly used for the workflow engine
- Hands-on experience operating services using Kubernetes
- Proficiency with container technologies such as Docker
- Hands-on experience designing, developing and operating microservices
- Hands-on experience developing websites with consideration of security requirements
- Hands-on experience designing and developing large-scale services
- Hands-on experience in two or more programming languages (including frontend languages, including personal projects).
- Fundamental knowledge of data structures and algorithms.
- Experience in building and operating monitoring infrastructure using tools like Datadog.

We want to work with individuals who have this kind of mindset

- Individuals who understand our mission "Unleash the potential of manufacturing".
- Individuals who can confront essential challenges and take action with a sense of ownership to resolve them.
- Individuals who can perform their duties with a positive attitude and constructive discussions in fast-changing and highly uncertain situations.
- Individuals who can communicate and discuss with a respectful attitude, considering the context and resolution of others.

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## Company Description