

# G Talent

Professional IT Recruitment | 外国人ITエンジニアの転職支援  
 - Many IT jobs for global companies and high-profile startups!  
 - IT specialty bilingual consultants support your career change!

## Tech Lead | Featured HR-tech Company

**Flextime & Hybrid Work★In-house Service**

### Job Information

#### Recruiter

G Talent at Bizmates, Inc.

#### Hiring Company

✳️HR-tech Company✳️

#### Job ID

1522528

#### Industry

Internet, Web Services

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards, Shibuya-ku

#### Salary

8 million yen ~ 12 million yen

#### Work Hours

Flextime System

#### Refreshed

March 18th, 2025 22:00

### 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

#### Visa Status

No permission to work in Japan required

### Job Description

#### **[About the Company]**

The company is developing multiple services in the IT x HR domain with the mission of "creating as many careers as there are people".

When you hear the word career, what do you think of?

A career path? A career plan?

In the face of ever-changing times, what society used to call "career" is no longer valid.

For both individuals and corporations, what is needed is not the general solution of the past.  
 Unique solutions that lead to the future of each individual.  
 Free access to them and free choice.

To achieve this, the company faces the data.

By making this industry, which has been a black box until now, transparent, the company creates as many careers as there are people.  
 That is the company's mission.

### **[Job Description]**

#### **[Responsibilities]**

You will be responsible for technically leading the development of ONE CAREER/ONE CAREER PLUS/ONE CAREER CLOUD to make it a high quality product.

Specifically.

- Technical direction
- Overall and detailed design of services
- Technical support and technical review for engineers
- Development/operation of services and continuous quality improvement, technical proposals
- Implementation/testing
- Release process definition/operation

#### **[Technical Environment]**

- Languages: Ruby, TypeScript
- Frameworks: Ruby on Rails, Nuxt.js/Vue.js
- Database: PostgreSQL, Redis, Elasticsearch
- Infrastructure: AWS (ECS/ECR on Fargate, S3, Route53, RDS)
- Monitoring: Sentry, CloudWatch
- DevOps: CircleCI, Terraform
- Communication: Slack, Confluence, JIRA
- Version control: Github
- Release: Regular release every Thursday

#### **[Development Structure]**

- Team Structure
- ONE CAREER: 1 EM, 1 TL, 8 engineers / 10 people total
- ONE CAREER PLUS: 1 EM and TL, 3 engineers / 4 people total
- ONE CAREER CLOUD: 1 EM, 1 TL, 6 engineers / 8 total
- Process: Agile development process, weekly releases

#### **[Features and Attractiveness of the Company and the Job]**

- By providing a platform for companies and individuals to use career data, you can contribute to the realization of the company's mission to "create as many careers as there are people."
- By verbalizing what you want to achieve, you can eliminate ambiguity and focus on your work in depth without waste.

### **[Working conditions & treatment]**

Flextime System

- Full social insurance
- Commuting allowance
- Medical checkup

#### **[About Remote Work]**

You are required to live within 2 hours of the office.

- You are required to come to the office at least 2 days a week until you have been with us for 1 month.
- After 1 month of employment, you can choose to come to the office or work remotely.

The percentage of employees who come to the office is about 10-20% (several employees are in the office).

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

### **Required Skills**

#### **[MUST]**

- 5+ years of experience in web application development, with hands-on experience in the entire process from requirements definition to operation.
- Experience in leading development projects technically through technical proposals, support, reviews, etc.
- For non-Japanese nationals, those with Japanese language skills at the level of JLPT N1 (able to communicate smoothly)

in promoting projects).

- The company values the depth of experience, skills, and personality more than years of experience.

**[WANT]**

- Experience in publishing and contributing to OSS
- Experience as an OSS committer
- Experience in operating services using SSR
- Experience in operating services using ECS
- Research of internal and external system specifications through documentation and code reading

**[Ideal Applicants]**

- Enjoy an environment with lots of change
- Willing to drive the company's growth from a product-driven perspective
- Have a strong curiosity about technology

---

Company Description