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## 【Website】 Front End Engineer

**Fully Remote Work★Great Welfare**

### Job Information

#### Recruiter

G Talent at Bizmates, Inc.

#### Hiring Company

Develop and provide services to facilitate team collaboration

#### Job ID

1530953

#### Industry

Internet, Web Services

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards

#### Salary

6 million yen ~ 7.5 million yen

#### Work Hours

Discretionary Work System

#### Holidays

Saturday/Sunday/National Holiday, Annual Paid Leave, etc.

#### Refreshed

April 18th, 2025 00:00

### General Requirements

#### Minimum Experience Level

Over 3 years

#### Career Level

Mid Career

#### Minimum English Level

Business Level

#### 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's brand message is "We are happy to work with this team all over the world." They continue to develop and provide services based on our brand message, "We want to increase the number of people and teams who can enjoy their work."

With offices not only in Japan but also in the United States (New York), Singapore, and the Netherlands (Amsterdam), the company promotes its business in a global environment.

The company currently operates the following four services.

#### ①Project/Task Management Tool

It is a tool designed to make projects fun and facilitate communication within a team. It was originally developed to facilitate communication with clients and create a more comfortable working environment for ourselves when we were in the business of contracted development. It is a project management tool that supports the work of many people.

#### ②Service for easy creation and sharing of graphics

Share your mind with each other in real time while using figures.

This service makes it easy to create and share figures on a web browser.

Since its launch in 2009, this service has been used by many users. The service is used not only in Japan, but also in Colombia, the U.S., France, Taiwan, and other countries, making it a global service with about 90% of its users outside Japan.

#### ③Business Chat Tool

A business chat tool that turns chats into ideas. It is designed to make communication between team members more enjoyable and smooth, and by using it in conjunction with Backlog, work can proceed more smoothly by separating the tools for "flowing conversations" and "tasks to be kept in check".

#### ④Services to enhance security and governance

Enhance security and governance when using the company's services.

It provides integrated account management with managed accounts, single sign-on with SAML authentication, and audit logs to record the operations of members of your organization.

### [Job Description]

#### ■Introduction

The company operates under the brand message: "Creating teams around the world where people say, 'I'm glad I got to work with this team.'" Driven by the desire to increase the number of people and teams who enjoy working together, it develops and provides various services.

With offices not only in Japan but also in New York (USA) and Amsterdam (Netherlands), the company promotes its business in a global environment. Currently, it operates three services: Backlog, Cacoo, and Nulab Pass.

#### ■Recruitment Background

This position is responsible for developing and maintaining the company's websites to effectively promote its services to users.

All user interactions with the company's services—such as sign-ups, logins, and help content access—originate from the website, which is currently managed by a five-member team.

To support the continued growth of its services, the company is expanding the Frontend Ops team. Strengthening this team will allow the company to proactively address areas that previously couldn't be prioritized, such as build and deployment efficiency, performance optimization, and operational improvements.

By improving CI/CD processes, optimizing the frontend environment, and introducing new technologies, this role aims to boost developer productivity, ensure stable website operations, and deliver a smoother user experience.

As the company's product branding strategy is led primarily by team members in overseas offices responsible for English-speaking markets, this position involves frequent collaboration with global teams. As such, written communication in English will be a regular part of the role.

#### ■Department Assignment

Customer Communication Department – Website Team (1 Manager + 5 Members as of March 2025)

#### ■Responsibilities

Coding and improving the overall quality of the company's websites:

- └ Corporate Website
- └ Service Websites (Backlog / Cacoo / Typetalk / Nulab Pass)

Updating and maintaining content pages in collaboration with various departments (e.g., domestic and international marketing teams, public relations)

#### ■Technologies Used

HTML / CSS / JavaScript / WordPress / Next.js / Nuxt.js / Astro, etc.

#### ■Development Environment

AWS / Docker

- All employees at the company use its own products (Backlog, Cacoo, Nulab Pass).
- In addition, tools such as Google Workspace (Gmail, Google Drive, Google Docs, Google Meet, etc.) and Slack are also used.

#### ■Team Members You'll Work With

[Website Team – Manager (Matsunaga)]

- Joined in September 2022 / Based in Tokyo Office (Lives in Tokyo)
- Previously worked as a frontend engineer at a contract development firm. Joined the company in 2022 to help promote its services through website development and operations. Appointed as team manager in April 2025.

- Hobbies: Playing guitar and watching sports.

#### [Team Member (Nozu)]

- Joined in February 2023 / Based in Kyoto Office (Lives in Nara)
- Started career at a systems integrator (Sler), working in product promotion and as a training instructor before moving into infrastructure operations and maintenance. Joined the company in 2023 seeking both career growth and better work-life balance for parenting. Currently handles infrastructure setup and operations for the Website Team.
- Hobbies: Gardening and watching soccer.

### [Working conditions & treatment]

#### Flextime System

- ◎Full remote work (with telecommuting assistance allowance (15,000 yen/month))
- ◎Full flexible work hours (flexible use of mid-workday breaks)
- ◎Casual clothes OK
- ◎Loan of PC upon entering the company
- ◎Full social insurance (health insurance, pension, unemployment insurance, workers' accident compensation insurance)
- ◎Salary does not include overtime work (overtime pay is, of course, paid on a per-minute basis)
- ◎10 days of paid leave upon joining the company (20 days after each year of employment)
- ◎Maternity and childcare support system
- ◎Childcare leave (employees with children under 3 years old are granted one day of special paid leave per month/most employees use it every month)
- ◎Resort work system (Miyakojima City, Okinawa Prefecture; Higashikawa Town, Hokkaido; Sado City, Niigata Prefecture)
- ◎Book purchase subsidy allowance (20,000 yen/month/up to 1 book per month)
- ◎English study allowance (up to 20,000 yen/month for the first 2 years of employment/ 10,000 yen/month thereafter)
- ◎Conference allowance (up to 10,000 yen per conference)
- ◎Club activity system (free participation)
- ◎Shuffle 1-on-1 system
- ◎Side jobs OK

#### ■Leave and Vacations

- 120 days per year  
(Breakdown of holidays)
- Two days off per week (Saturdays and Sundays)
- National holidays
- Summer vacation: 3 days
- Year-end and New Year vacations: 6 days
- Others (childcare leave (1 day/month with pay))

#### ■Paid leave

- 10 days are granted when the employee joins the company.
- An additional 20 days is granted for each year of employment.

### Required Skills

#### ■Required Skills and Qualification

##### [Development Skills]

- Experience building and operating modern websites using Jamstack architecture and headless CMS
- Hands-on experience in frontend development and operations with a focus on continuous delivery and automation
- Experience designing and operating build/deployment pipelines using CI/CD tools such as GitHub Actions, CircleCI, Jenkins
- Experience hosting and operating frontend applications using cloud infrastructure such as AWS

##### [Infrastructure & Operational Skills]

- Experience deploying frontend applications and building infrastructure using AWS (e.g., EC2, RDS, S3, CloudFront, Lambda)
- Experience maintaining development environments and toolchains using Node.js
- Experience setting up frontend development environments using tools such as npm / Yarn / pnpm, webpack, and Vite
- Continuous optimization and improvement of developer experience and build processes

##### [Communication Skills]

- Ability to communicate in English, primarily via reading and writing (use of translation tools is acceptable)
- Native-level communication skills in Japanese

##### [Mindset]

- Ability to approach problem-solving not only with technical expertise, but also with a business and customer-oriented mindset
- Eagerness to try new tools and technologies with a commitment to continuous learning

#### ■Preferred

- Experience optimizing frontend performance using tools such as Lighthouse
- Experience implementing and maintaining automated testing (e.g., unit tests, E2E tests)
- Experience in the development and operation of web services
- Ability to communicate in English, primarily through reading and writing
- Experience publishing web services or applications as personal projects

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Company Description