Back-end Engineer | Job Search Engine Operation

Flextime & Remote Work★Start-up Company

募集職種

人材紹介会社
G Talent（ビズメイツ株式会社）

採用企業名
✦Job Search Service Management Company✦

求人ID
1493610

業種
インターネット・Webサービス

雇用形態
正社員

勤務地
東京都 23区

給与
600万円 ~ 1400万円

勤務時間
Flextime

更新日
2024年09月10日 16:16

応募必要条件

職務経験
3年以上

キャリアレベル
中途経験者レベル

英語レベル
無し

日本語レベル
ビジネス会話レベル

最終学歴
高等学校卒

現在のビザ
日本での就労許可が必要です

募集要項

【 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 backend engineer, you will be responsible for product development.

The job search engine has many components, including a search function, a job crawling function, an advertisement distribution function, and a job posting function by employers.

The company creates a group for each theme, each of which defines its mission and commits to developing and operating services to realize the mission. Within the discretion of the group, you will be responsible for a wide range of activities from requirement definition, technology selection, development, release to operation.

＜Responsibilities＞
・Functional development with a primary focus on performance and quality improvement
・Search engine tuning
・Tuning of ad performance
・Collection and analysis of various logs
・Index scrutiny for SEO improvement
・Organizing duplicate job data
・Security response using vulnerability assessment tools, etc.

【Development Environment】
Server side: Scala, Play Framework, ZIO, Flink, Akka
Front-end: TypeScript, Vue.js, Nuxt.js, Jest, Cypress, Storybook
Cloud services: AWS (ECS, EKS, Fargate, Kinesis Data Stream, Lambda, EMR, RDS, Aurora, S3, CloudFront, ElastiCache)
Virtualization infrastructure: Docker, Kubernetes
Search: Elasticsearch, Solr
Analysis infrastructure: fluentd, AWS (Glue, Athena, CDK), Airflow, BigQuery, Google Data Studio, Redash
Provisioning: Terraform, Ansible
Monitoring: DataDog, Kibana
Middleware: nginx, MySQL, ClickHouse
Other languages: Python, Go, Rust
Development tools: Github, Slack, Intellij IDEA, Jenkins, JIRA, SlackBot

【Development Structure】
The company is committed to "Product Driven" and is responsible for the execution of the product roadmap for development. 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. 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.

【 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 >

Flextime

< Holiday >

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

スキル・資格

【MUST】
・Experience in web application development and operation
・Experience in agile development in a team environment
・Ability to collaborate with people in different positions to promote the work.

【WANT】
・Experience developing and operating web applications in JVM-based languages
・Experience in development using AWS or GCP and Scrum
・Experience proposing and implementing service growth measures
・Experience in crawler and search engine development
・Experience in server-side rendering development
・Experience in performance optimization
・Experience developing advertising systems

会社説明