



Salesforce Engineer

Job Information

Recruiter

iWill Capital G.K.

Hiring Company

Our client is a leading provider of innovative marketing solutio

Job ID

1539470

Industry

Other (Advertising, PR, Media)

Company Type

Small/Medium Company (300 employees or less) - International Company

Non-Japanese Ratio

Majority Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

7 million yen ~ 10 million yen

Refreshed

July 9th, 2025 04:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Daily Conversation

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

ポジションについて/POSITION SUMMARY

主に営業部門、社内バックオフィス部門（財務経理、人事、総務、法務、オペレーション等）をサポートの対象として、社内開発された業務システム、およびサードパーティー製のシステム、クラウドサービスシステムの導入・保守を担当します。

魅力/ATTRACTION

- ・チームの雰囲気はとても良く、皆がお互いに尊重しながら仕事に取り組める環境です。
- ・クラウドソリューション・オープン系と幅広く経験を積むことが可能です。またサポートするビジネス領域も広いので、これまでの経験・知識を活かしながらご自身の技術・ビジネススキルを磨くことが可能です。未経験のビジネス領域でも、目的を持ち自主自学・協働ができる方であれば大歓迎です。
- ・システム間連携も今後充実させていく方向ですので、幅広い技術スキル習得が可能です。

部内構成/OUR TEAM

- ・Salesforce, Workday, オープン系とそれぞれの強い領域を持ち合い、自主自学しながら仕事をしています。日本人2名、香港人、中国人の計4名の部門となり、多様性の高いチームとなります。

Responsibility

業務内容/DUTIES AND RESPONSIBILITIES

- ・主に従業員向けシステムの開発・運用保守を担うエンジニアポジション。
- ・要望・課題を理解し、アーキテクチャデザイン・設計・開発・テスト・リリース・運用・保守と全領域を担当する。
- ・対象ビジネス領域は、営業・人事・経理財務・オペレーションが主となり、幅広いビジネスファンクションをサポートする。
- ・クラウドソリューション Salesforce, Workday, Concur, 一部オープン系アプリケーションが対象。
- ・今後は上記のシステム間連携のほか、弊社コアシステムとのデータ連携を行い、従業員が効率的に業務を行えるよう提案・導入を行う。
- ・非機能要件・セキュリティを常に考慮に入れたデザイン・開発を行う。

行動指針 / VALUES & BEHAVIOR FOCUS POINTS

- ・ **Collaboration:** 自己業務の達成のみならず、効果的な相互理解・連携を通じて、他者・他部署へも好影響を与え続ける
- ・ **Innovation:** 現状や常識だけに囚われず、失敗や変化を機会と捉え、ビジネスや自身の成長と進化を求め続ける
- ・ **Ownership:** 困難な状況であっても常に当事者意識・責任感を強く持ち、自らビジョン達成に向けて邁進し続ける

Position Summary

You will primarily support the sales department and internal back-office departments (finance, HR, general affairs, legal, operations, etc.) by managing the introduction and maintenance of internally developed systems, third-party systems, and cloud service systems.

Attraction

- ・The team atmosphere is very positive, allowing everyone to work in a respectful environment.
- ・You can gain broad experience in cloud solutions and open systems. The supported business areas are also diverse, enabling you to refine your technical and business skills while leveraging your previous experience and knowledge. Candidates who are willing to self-learn and collaborate in unfamiliar business areas are highly welcomed.
- ・There will be an emphasis on enhancing inter-system collaboration in the future, allowing for the acquisition of a wide range of technical skills.

Our Team

- ・We work collaboratively, each possessing strong expertise in Salesforce, Workday, and open systems. The team consists of 4 members, including 2 Japanese, 1 from Hong Kong, and 1 from China, creating a highly diverse environment.

Duties and Responsibilities

- ・This position involves the development and maintenance of employee-facing systems.
- ・Understand requests and issues, and take responsibility for architecture design, development, testing, release, operation, and maintenance.
- ・The primary business areas supported include sales, HR, finance, and operations, covering a wide range of business functions.
- ・The target cloud solutions include Salesforce, Workday, Concur, and some open systems applications.
- ・Future responsibilities will include enhancing inter-system collaboration and data integration with the core systems to enable employees to work efficiently.
- ・Design and development will always consider non-functional requirements and security.

Values & Behavior Focus Points

- ・ **Collaboration:** Not only achieve personal goals but also positively influence others and departments through effective mutual understanding and collaboration.
- ・ **Innovation:** Do not be confined by the status quo or conventional wisdom; view failures and changes as opportunities for business and personal growth and evolution.
- ・ **Ownership:** Maintain a strong sense of ownership and responsibility even in difficult situations, continuously striving toward the achievement of the vision.

Required Skills

必須要件/SKILLS & QUALIFICATIONS

- ・3年以上のSalesforce管理・開発経験
- ・3年以上のソフトウェア設計、開発に携わった経験

- Apex, Java Script開発経験
- VSC, BitbucketもしくはGithubを使った実務経験
- インテグレーション開発経験 (REST API設計・開発経験)
- 要件に基づいてSalesforce Low/No code, Pro code 開発の適格な判断が可能
- AI の基本的な知識
- 英語：日常会話レベル（読み・書き重視・目安TOEIC600点以上）
- 日本語：ビジネスレベル（JPLT N1）

ソフトスキル

- システム、技術的な事柄をビジネス側にわかりやすく説明できる能力
- 日本のビジネスカルチャー、システム品質に対する要求基準を理解していること
- 自ら進んで課題・要望を聞き、論理的に整理しながらソリューションに落とし込んでいく能力
- チームプレーヤーとして、周りと協力し合いながら進めることができる方

歓迎要件/ADDITIONAL PREFERRED SKILL

- Salesforce 認定資格 (Developer I・II、システム管理者、上級システム管理者、Sales Cloud Consultant, 認定Platformアプリケーションビルダー 等)
- Lightning Web Component, Apex, Visualforce, Aura 開発経験（全ての経験は必須ではない）
- インテグレーション開発経験 (SOAP,Bulk Custom Apex Web service等)
- Workday 設定・開発経験 (HCM, Finance)
- SAP Concur 設定・開発経験
- API Gateway, ETL tool を使った開発経験
- Type Script 開発経験
- Python 開発経験
- Framework・Library :
 - Java Spring Boot
 - NodeJS
 - ReactJS
 - NextJS
 - Shadcn UI
 - Tailwind CSS
- Gradle 運用経験
- Linux経験(基本コマンド・ツール, systemctl, vi, cat, tail, grepなど)
- Salesforce Data Cloud の経験・知識

Required Skills & Qualifications

- Over 3 years of experience in Salesforce management and development
- Over 3 years of experience in software design and development
- Experience in Apex and JavaScript development
- Practical experience using VSC, Bitbucket, or GitHub
- Experience in integration development (REST API design and development)
- Ability to make informed decisions on Salesforce Low/No code and Pro code development based on requirements
- Basic knowledge of AI
- English: Conversational level (reading and writing focused, ideally TOEIC score of 600 or higher)
- Japanese: Business level (JLPT N1)

Soft Skills

- Ability to explain technical matters to non-technical stakeholders clearly
- Understanding of Japanese business culture and quality standards for systems
- Proactive in listening to issues and requests, logically organizing them, and translating them into solutions
- Ability to work collaboratively as a team player

Additional Preferred Skills

- Salesforce certifications (Developer I & II, System Administrator, Advanced System Administrator, Sales Cloud Consultant, Certified Platform App Builder, etc.)
- Experience in Lightning Web Component, Apex, Visualforce, Aura (not all experiences are required)
- Experience in integration development (SOAP, Bulk Custom Apex Web service, etc.)
- Experience in Workday configuration and development (HCM, Finance)
- Experience in SAP Concur configuration and development
- Experience in development using API Gateway and ETL tools
- Experience in TypeScript development
- Experience in Python development
- Frameworks/Libraries:
 - Java Spring Boot
 - NodeJS
 - ReactJS
 - NextJS
 - Shadcn UI
 - Tailwind CSS
- Experience in Gradle operations
- Experience with Linux (basic commands/tools, systemctl, vi, cat, tail, grep, etc.)
- Knowledge/experience with Salesforce Data Cloud

Company Description