



(HR Tech) Engineering Manager

Job Information

Hiring Company[givery, Inc.](#)**Job ID**

1544936

Industry

Internet, Web Services

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Shibuya-ku

Train Description

Yamanote Line, Shibuya Station

Salary

5 million yen ~ Negotiable, based on experience

Refreshed

August 18th, 2025 09:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

- 業務内容の要約
AI活用の人材評価プロダクトの開発・チーム統括を担当
- この求人のがやりがい
新規事業を自ら推進／多国籍チームをリード
- このポジションで活かせる経験
エンジニア組織のマネジメント経験、CI/CD・スクラム開発の知見、日英バイリンガル能力
- 特色のある働き方や福利厚生
フルリモート可・フレックス・社内バーあり

ギブリーについて

ギブリーは「すべての人が物心豊かな社会を実現する」をビジョンに掲げ、生成AIやAIエージェントなどを支援する、2009年創業のAIイネーブルメントカンパニー。

グローバルな開発組織と事業創造力、スピードを強みに事業を展開し、累計4000社を支援。生成AI分野の実績は650社以上。

AI業務効率化事業「MANA」、AI共創開発事業「Givery AI Lab」、AIマーケティング事業「DECA」、デジタル人材採用・育成事業「Track」を展開。

東証プライム、またはNASDAQへの時価総額1000億円での上場を見据えて、国内・海外において採用を強化しています。

▶ギブリー採用ピッチ資料

https://speakerdeck.com/givery_recruit/zhu-shi-hui-she-giburihui-she-shuo-ming-zi-liao-64a4a2bf-2526-4e61-8ef3-655354589618

▶ギブリーコンサルティング採用ピッチ資料

https://speakerdeck.com/givery_recruit/givery-consulting-the-entrance-book

Job Overview

◆ Job Summary

Givery aims to provide the missing link that our clients need to scout, hire, and train world-class engineers. We are profitable, privately owned, and headquartered in Tokyo, Japan. Our clients include some of the biggest names in Japan. We have a diverse team from all corners of the world, and we are looking for a skilled Engineering Manager to help us expand Track, a web-based platform that helps companies evaluate and train technical engineering skills.

The person we hire will lead development of a new AI-driven assessment product we're building. We recently launched the MVP, made our first sales, and over the next year we plan to flesh it out to fulfill a wide range of customers' needs.

The ideal candidate will have a robust engineering background, excellent leadership skills, and a proven track record of successfully managing complex projects. This role requires a strong communicator, strategic thinker, and experienced leader with a technical background. The philosophy of Track is "Empower Engineering", and we encourage everyone in the team to share this mindset.

◆ Responsibilities

- Embody servant leadership principles to support and empower your engineering team.
- Build a high-performing team through strategic hiring, mentoring, and performance development to promote both team and personal growth.
- Serve as the team's Scrum Master, facilitating agile processes and ceremonies.
- Partner with product management, stakeholders, and designers to align technical execution with business goals.
- Develop engineering strategies and roadmaps that advance the company's vision.
- Protect team focus by removing impediments and minimizing distractions.
- Ensure deliverables meet quality standards through oversight of design, development, and testing practices.
- Drive continuous improvement in engineering processes, tools, and methodologies.
- Collaborate with other managers to ensure alignment of goals and objectives across teams.
- Champion innovation by staying current with industry trends and emerging technologies.

◆ PC Spec

Mac or Windows - you can pick your machine and we'll have it ready for you on your first day

◆ What we are up to

We're the creators of the award winning skill evaluation and training platform 'Track'. We are currently tackling the exciting mission of modernizing Japan's hiring culture and helping companies build and maintain strong engineering teams. Through this year and beyond we plan to expand our product lineup, enhance our UI/UX, roll out new microservices, and build new features which we hope you'll be a big part in the planning and building.

◆ The Attractiveness of Givery

#Awesome tech!

One particular aspect that makes us proud of our team is the fact that we use modern technologies and development practices such as code reviews, continuous integration, unit tests, etc. Engineers feel welcome here.

#Work-life balance

We encourage team members to have other activities and responsibilities in life, the average engineer works 40 hours a week. We have flex time, maternity/paternity leave, etc which is something a lot of our proud new parents really appreciate.

#Choose where you work (from within Japan)

We are set up for remote work, but you are more than welcome to come to our modern office in Shibuya, Tokyo.

#International environment

We have people from all corners of the world working together to build the best products possible. Most engineers use English day to day, but the perfect candidate will be able to navigate and negotiate our international work environment while making the transition towards an even more global team smooth for the local members too. We are very proud of what Givery has become. The incredibly low turnover rate of our team proves that Givery fosters a work culture that is both very supportive and welcoming. We are sure, once you meet the team, you will feel it too!

◆ Benefit

- Health Insurance
- Transportation allowance (up to 30,000 yen per month)
- Family allowance (10,000 yen per month per dependent child up to age 18)
- In-house bar, free drinks

◆ **Vacations**

- Two days off per week (Saturday and Sunday)
- Japanese national holidays
- Paid holiday: 10 days (first year) *Number of paid holidays increases (+1 day) every year up to 20 days a year.

Selection Process

- 1) Track Test
- 2) Casual Chat
- 3) Team Interview
- 4) Final Interview

※All steps are conducted online. The order of the test and casual chat may differ.

Required Skills

<Must have>

- 7+ years of software engineering experience with 3+ years leading teams of 5 or more engineers
- Demonstrated ability to inspire and guide culturally diverse teams
- Fluency in agile and scrum methodologies with a focus of maximizing value output (e.g., minimum viable product)
- Deep understanding of engineering best practices including CI/CD pipelines, automated testing, and code quality standards
- Experience in recruitment, talent management, and evaluation of engineers from diverse cultural backgrounds
- Business level proficiency in both English and Japanese

<Nice-to-have>

- 10+ years engineering experience
- Experience building products and services from zero to launch
- Experience maintaining live applications at scale in a production environment
- Current fluency in Typescript, React, NestJS, or Play Framework
- Scrum or Agile certifications (PSM, CSM, etc)

◆ **Langeage**

- Business-level English and Japanese

Company Description