CareerCross by JAC Recruitment

Givery

(HR Tech) Scrum Master

Job Information

Hiring Company
givery, Inc.

Job ID
1544940

Industry
Internet, Web Services

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Shibuya-ku

Train Description
Yamanote Line, Shibuya Station

Salary
7 million yen ~ 10 million yen

Refreshed
July 14th, 2025 01:00

General Requirements

Minimum Experience Level
Over 6 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

＜この求人の魅力＞

- **業務内容の要約**：エンジニア評価・育成プラットフォームのスクラム運営
- **この求人のやりがい**：グローバルな開発組織で活躍／日本の採用文化を刷新
- **このポジションで活かせる経験**：スクラムマスター・PM経験、日英バイリンガル対応力
- **特色のある働き方や福利厚生**：柔軟な働き方＆多国籍チーム環境

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

About HR Tech department

♦ **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 Scrum Master to help us expand Track, a platform that helps companies evaluate and train technical engineering skills.

The ideal candidate will have a robust technical project management background, excellent leadership skills, and a proven track record of successfully managing complex projects. This role requires a strong communicator, strategic thinker, with proven growth mindset. The philosophy of Track is "Empower Engineering" (https://tracks.run/), and we encourage everyone in the team to share this mindset.

♦ **What we're 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.

♦ **Key Responsibilities**

- Serve as Scrum Master in a diverse, Japanese and English bilingual development team.
- Facilitate scrum ceremonies, including sprint planning, daily stand-ups, sprint reviews, and retrospectives.
- Foster a collaborative environment to enhance team performance and ensure the delivery of high-quality products.
- Coach the team in agile practices and principles to improve efficiency and effectiveness.
- Remove impediments and shield the team from external distractions to maintain focus on sprint goals.
- Establish a communication strategy to update stakeholders on the progress of the project, ensure the backlog is well-defined and prioritized, and align goals and deliverables.
- Perform risk management to mitigate potential threats, optimize opportunities, and safeguard organizational objectives.
- Oversee design, development, and testing to meet quality standards, best practices, and customer requirements.
- Continuously improve engineering processes and tools for increased efficiency, quality, and overall productivity.

♦ **The Attractiveness of the Position**

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
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!

♦ **PC Spec**
Mac or Windows

*You can pick your machine and we'll have it ready for you on your first day if you are located in Japan.

♦ **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**

Generally we are able to move pretty fast from the time someone applies and we send them an offer, so it's up to the candidate's schedule. Here are the steps:

1) A 30 minute call with the team's leader.
2) An exam via our skill check platform Track Test.
3) Team interview1 (usually 2 rounds over 2 hours with people you'll work with)
4) Team interview2 (usually 2 rounds over 2 hours with people you'll work with)
5) Offer!

*The order of 1 and 2 may change.

Required Skills

【Must have】

- A minimum of 5 years of experience in software engineering projects, with at least 3 years in a Scrum Master, Project Manager, or agile leadership role, with a proven record of guiding successful agile teams.
- Fluency in agile and scrum methodologies with a focus of maximizing value output (e.g., minimum viable product).
- Excellent leadership, communication, and interpersonal skills, with the ability to inspire and motivate a culturally diverse team.

【Nice-to-have】

- Professional software engineering experience.
- Experience building new processes and building project teams from the ground up.

【Langeage】

- Business level proficiency in both English and Japanese.

Company Description