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## Backend Engineer 【Potential Manager】 / Featured Skill Market

**Flextime & Remote Work / Listed Company**

### Job Information

#### Recruiter

G Talent at Bizmates, Inc.

#### Hiring Company

※Management of skills markets and platforms※

#### Job ID

1545533

#### Industry

Internet, Web Services

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards

#### Salary

8 million yen ~ 15 million yen

#### Work Hours

Flex Time

#### Holidays

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

#### Refreshed

July 8th, 2025 00:00

### General Requirements

#### Minimum Experience Level

Over 3 years

#### Career Level

Mid Career

#### Minimum English Level

None

#### Minimum Japanese Level

Business Level

#### Minimum Education Level

High-School

#### Visa Status

No permission to work in Japan required

### Job Description

#### 【About the Company】

- ・ Operation and development of the skill market "Coconala"
- ・ Operation and development of the corporate skill market "Coconala Business"
- ・ Operation and development of the legal consultation site "Coconala legal Consultation"
- ・ Operation and development of outsourcing referral business "Coconala Agent"

### Becoming a complete service marketplace

The number of service categories has grown from 15 to more than 450, with a wide range of customers using our services for both private and business purposes. With more than 2.2 million registered members, the company needed a new brand image as it continues to diversify in various aspects of its services.

The company would like to make Coconala the first place people come to when they want to ask someone to do something or use someone else's skills.

The company intends to retain the "friendliness" and "easy to use" impression of the existing Coconara. In addition, the new brand identity will be a brand with diversity that "offers a full range of services" and a sense of trust that "can be used in all situations," from private to business use.

### [Job Description]

#### ■Your Role

The company is looking for a back-end engineering manager to drive the growth of the skill market "Coconala". You will be involved in a wide range of areas including development management, process improvement, member recruitment, and human resource development, while also playing an active role as a player in our company as we work to build a solid development system that can withstand significant business growth and changes in the environment surrounding our business.

#### ■Responsibilities

- Planning/design/development/operation of functions related to services
- Technology management (policy formulation and promotion of solutions to technical issues)
- People management (1-on-1, goal setting, ensuring psychological safety, hiring/training, etc.)
- Project management (planning, development progress management, development process improvement, etc.)

#### ■Development Environment

Languages: Ruby, PHP, Go, JavaScript, Node.js

Frameworks: Ruby on Rails, CakePHP, Vue.js, Nuxt.js

Database: MySQL

Source code management: GitHub

Project management: ZenHub

Communication tools: Slack

Information sharing tools: esa, Confluence

Infrastructure environment: AWS, Docker, GCP

#### ■Who you will work with and how you will work together

mobile app engineers, and infrastructure engineers to drive development forward.

When addressing technical debt or introducing new technologies, you will primarily collaborate with members of the Technology Strategy Office to lead projects.

You will contribute to product growth from both technical and business perspectives.

#### ■Attractiveness of this position

This position is not only for day-to-day construction and operation work for a service that is expanding its business, but also for strategy development and organization building with a view to the next several years.

- You can build a team of engineers in an organization with a culture that invests in the engineering organization.
- You can create a career path more in line with the business by leading a team while communicating with non-engineers (and sometimes management).
- You will have opportunities to expand your output by sponsoring and speaking at external conferences and other events.

### [Working conditions & treatment]

Flextime System

Commuting allowance: fully paid (upper limit of 40,000 yen per month)

<Education and qualification support>

Support for participation in study groups, support for qualification acquisition

<Others>

■Remote work, shortened working hours, side jobs available

■Telecommuting allowance, congratulatory or condolence leave, congratulatory or condolence money, award system (MVP, Value Award), good job bonus, referral incentive

■Support for purchasing books and equipment, loaner computers (MacBook Pro) and monitors, IT help desk, food delivery, free alcohol

■Medical checkups, gynecological examinations, vaccinations, office drugs, napping rooms, the company's family doctor (occupational physician), etc.

### Required Skills

#### [Required]

Experience in developing web applications using Ruby

Experience as a tech lead or in engineering team management

Experience in architecture and database design with consideration for non-functional requirements

Experience utilizing cloud platforms such as AWS or GCP

Experience in development using source code repositories like GitHub or Bitbucket

**[Preferred]**

Experience in developing and operating large-scale or high-load systems  
Experience leading the adoption of new technologies  
Experience developing web applications using Go  
Experience upgrading web application frameworks to newer versions  
Experience in planning and maintaining a technology roadmap  
Experience in designing and managing a technical evaluation system

**[Ideal Applicants]**

Empathy with the company's products, vision, mission, and values  
Have a strong sense of ownership and responsibility  
Approaches testing and QA from a user-centric perspective  
Enjoys collaborating with team members to develop ideas and solutions through discussion  
Communicates smoothly with members across departments to achieve shared goals

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Company Description