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【Assessment & Learning】 Fullstack Engineer

★FLEX TIME★ GREAT WELFARE

Job Information

Recruiter
G Talent at Bizmates, Inc.

Hiring Company
⁂注目AI企業/Featured AI company⁂

Job ID
1545648

Industry
Internet, Web Services

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
6 million yen ~ 10 million yen

Work Hours
Flex Time You can come to the office and go home anytime

Refreshed
July 9th, 2025 00:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Business Level

Minimum Education Level
High-School

Visa Status
No permission to work in Japan required

Job Description

【About the Company】

The company has engaged in various industry AI projects. We have clients in a wide range of industries, such as finance, manufacturing, retail, food and drink, education, healthcare, manufacturers and IT communications, with hundreds of cases. The company is rated as one of the Best Ventures to Work in Japan.

Based on the knowledge and know-how of each industry obtained from this wide network, we promise innovative proposals that exceed the industry and precedent. Many intelligent talents in the world are gathering into the company now.

【Job Description】

■About the Products
exaBase DX Assessment & Learning is a web application for digital education.
This product is an educational product aimed at Japanese companies that have not made progress in digitization prior to AI-based reasoning, such as the use of data, to enable employees to improve their productivity by promoting digitization themselves.

The product uses the following approaches to change the mindset of employees to promote data utilization/digital activities on their own
・Visualization of digital knowledge using statistics-based methods (CBT)
・Algorithmic content suggestions as signposts for what to study to develop a minimum level of digital knowledge

It is still in its infancy and your help would be greatly appreciated.

■Responsibilities
Agile development aiming for autonomous teams and Scrum
You will be in charge of problem analysis/measure study/design/implementation/delivery according to your wishes.
They are actively introducing/replacing new technologies, and are frequently trying out new OSS, etc.
In addition, you may be asked to participate in recruiting, PR activities, and team/organization development, depending on your desire.

■Languages used
Kotlin / Javalin
They use Kotlin and Javalin because they are powerful in that they allow developers to focus on the business logic, eliminating the redundant writing style of Java, while taking advantage of Java's rich library set.
Javalin is also a lightweight framework that allows us to check all sources when a problem occurs, making it easier to separate whether the problem is with the application or the framework.

React / Recoil
They use React because of its reusability due to componentization and good visibility due to separation of responsibilities.
In particular, the separation of business logic through the introduction of Hooks has produced an efficient division of labor, and they have adopted it because they believe it is suitable for this team.

Others
RDS
Docker / nomad / terraform
Github / Github Actions
Jira
E2E using cypress and server side testing including DB

■Development System
They use agile development aiming for Scrum development with one-week sprints.
Although they are moving toward eventual convergence with Scrum, they aim to allow each team member to improve autonomously, including team processes.
You will be able to communicate easily through voice and screen sharing by using a meet that is basically left connected (microphone/camera can be turned off), although it will be conducted fully remotely.

■Experience gained through this position
Gain experience in identifying client issues and reflecting them in services (additional development)
Gain experience in applying algorithms to services.
Gain experience in developing services that are operated with no maintenance.
Experience in product planning in addition to engineering, which is a plus for those who want to expand their career to PdM.

【Working conditions & treatment】

Discretionary labor system (You can come office and go home anytime)

・Full holiday 2 day system (Saturday / Sunday) holidays
・Annual holiday over 120 days
・Refreshment holidays (5 days a weekday)
・New Year holidays
・Annual paid leave
・Return vacation (2 days a year: when family lives in a remote area over 1000 km)
・Condition leave (during trial period: 3 days)
・Marriage leave (person, child)
・Maternity leave
・Nursing care leave

・Doctoral Program Support System
・Various Social Insurance (Employee Pension, Health Insurance, Employment Insurance, Labor Accident Insurance)
・Commuting allowance (up to 35,000 yen / month)
・Business trip allowance
・Medical checkup
・Online medical consultation (first call)
・Book purchase (full company burden)
・Study session (once / weekly, during business hours)

Required Skills

■Required
Strong passion for digitalization and education
1+ years of experience in web application development
Bachelor's degree or higher in informatics
1+ years of back-end development experience in SPA or mobile native apps
Extensive experience in web application development
Strong knowledge of cloud infrastructure and databases
Strong knowledge of algorithms and data structures
Business level Japanese communication skills

■Preferred
Experience working in a start-up environment
Strong self-motivation to work
Excellent track record in competitive programming (AtCoder: Blue or higher)
Experience with modern languages/frameworks (Golang, Java, server-side Kotlin, etc.)
Experience in Agile/Scrum software development

Company Description