Full Remote No Japanese Required Backend Engineer

Job Information

Recruiter
PROGRE Ltd

Hiring Company
HR Tech and AI company

Job ID
1546372

Industry
Internet, Web Services

Company Type
Large Company (more than 300 employees)

Non-Japanese Ratio
About half Japanese

Job Type
Permanent Full-time

Location
Japan

Salary
5 million yen ~ 10 million yen

Refreshed
August 12th, 2025 04:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Business Level (Amount Used: English Only)

Minimum Japanese Level
None

Minimum Education Level
Technical/Vocational College

Visa Status
Permission to work in Japan required

Job Description

Responsibilities

- Build and scale REST and streaming (SSE) APIs to handle 10× growth while maintaining sub-second performance.
- Develop cutting edge agentic RAG pipelines.
- Maintain clean, layered architecture (Controller → Use-Case → Repository) with strict linting and code quality checks.
- Drive automated testing (unit, integration, E2E) with Vitest, ensuring high coverage for key features in our CircleCI → AWS ECS pipeline.
- Implement structured logging, metrics, and alerts using Pino and Datadog to keep production reliable.
- Collaborate with product, design and fellow engineers to turn ideas into robust services.

◆ The Attractiveness of the Position

Work-life balance

We encourages 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 members use English day to day, but the perfect candidate will be able to navigate and negotiate our international work environment and smooth the transition to a more global team for local colleagues.

##Competitive salary and growth

We prioritize each individual's professional growth and ensure that everyone's efforts are seriously recognized and thoroughly evaluated. We provide assessments based on abilities, complemented by competitive salaries that recognize and reward your skills and contributions.

◆ PC Spec

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

◆ Attractiveness

- Immediate Impact: Ship features in days, reaching thousands of users in a single sprint.
- Engineering Culture: Humility, respect, and trust drive us. Code quality wins, not egos.
- Flexible Work: Flex time. Remote-first with optional access to our modern Shibuya office.

Required Skills

Application Requirements

Must have

- 5+ years of backend engineering experience
- 3+ years of experience with Node.js and TypeScript, with a preference for DI-first frameworks such as NestJS or similar.
- Strong SQL expertise with hands-on PostgreSQL experience in production environments.
- Familiarity with Docker and at least one major cloud provider (AWS, Azure, or GCP).
- Curiosity about generative AI, whether you've built RAG workflows or are eager to dive in.
- Clear communication in written and spoken English; Japanese is a plus but not required.

✓ Nice-to-have

- Prior work optimizing LLM and RAG based applications (e.g., token cost, latency, and context management).
- Experience with Redis streams, Kafka, or other event-driven systems.
- Familiarity with Infrastructure-as-Code tools like Terraform.
- Open-source contributions to frameworks, dev tools, or AI libraries.
- Experience with functional programming.

◆ Language

English: Business level
Japanese: Not Required

Company Description