



【1000～1400万円】Test BAP Team Manager (L1) Test Transformation ...

外資系生命保険会社での募集です。金融システムのご経験のある方は歓迎です。

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

外資系生命保険会社

Job ID

1550098

Industry

Insurance

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 14 million yen

Work Hours

09:00 ~ 17:00

Holidays

【有給休暇】初年度 20日 7か月目から 【休日】完全週休二日制 土 日 祝日 GW 夏季休暇 年末年始 ※詳細に関してはオフ...

Refreshed

July 10th, 2025 15:54

General Requirements

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

【求人No NJB2173962】

AXA Japan is a leading insurance and financial services company that thrives on innovation and agility. Our dedication to world class solutions and excellence are the driving forces behind our success. We are looking for a Test Team Manager to lead our Quality Assurance efforts and ensure that confidence in our current and future products not only meets but exceeds our quality standards.

As a Test Team Manager you will play a pivotal role in our organization leading the Business Application Platform (BAP) testing team across the mainframe and cloud scopes to ensure the delivery of high quality software products. Your leadership will foster a culture of continuous improvement collaboration and innovation. You will work closely with technology and engineering teams product managers and stakeholders to align testing strategies with business objectives and customer needs.

Team Mission and KPIs

Define and maintain team charter mission and KPIs to achieve company goals.

Define track and report KPIs and metrics that measure quality confidence levels of the applications maturity and productivity of the team.

Support leaders to define and implement testing best practices patterns and processes.

Promote support and contribute to engineering and IT communities (Community of Practice)

Quality

Lead own and ensure timely execution of the QA activities for your team including (but not limited to) functional testing non functional testing regression testing system integration testing performance testing security testing and automation test strategy/planning execution resource management and analysis/reporting.

Oversee the creation maintenance and execution of comprehensive test plans test cases and test reports in collaboration with Test Leads.

Ensure use of appropriate test methods for effective testing to ensure confidence in quality.

Estimate workloads for testing and secure the resources.

Oversee and supervise tester workforce within team scope (both internal and vendor members) .

Monitor and report on QA testing activities managing issues/risks.

Manage the identification documentation and resolution of defects.

Manage test status issues and risks and ensure resolution of issues in a timely manner.

Ensure the testing infrastructure and tools are in place to support the testing processes.

Team Growth Professional Development

Onboard and mentor test engineers helping them to develop their skills and careers and understand testing activities in AXA.

Promote sharing practices information and experience with the Test Guild and related squads.

Goal Setting and Performance Management

Conduct goal setting and performance appraisal activities.

Motivate team members to improve their capabilities by establishing customized goals suitable for their backgrounds and career objectives.

Support team members performing at all levels including those who are underperforming to get back on track.

Collaboration Innovation

Collaborate with cross functional teams to ensure quality is considered at all stages of the product development lifecycle.

Drive innovation in testing methodologies and tools to improve efficiency and effectiveness.

Foster a culture of quality collaboration and continuous improvement within the team and the wider organization.

Required Skills

Key Points

- This team's focus area is largely mainframe technology so knowledge of mainframe systems is highly desirable.
- Knowledge of insurance/financial services industry is also highly desirable as is a positive attitude towards learning about and coordinating QA plans across multiple complex systems.
- There is ongoing agile transformation taking place so agile experience and/or certifications is advantageous.

Language

- High business level Japanese language proficiency is required (N1 or native level is ideal)
- Business level English language proficiency is required.

Education and Personality

- Bachelor's or Master's degree in Computer Science related field or equivalent work experience. (required)
- Proven experience as a Test Manager or Lead Tester. (required)
- Desire to work in a fast paced evolving growing and dynamic environment. (required)
- Ability to prioritise and manage time effectively. (required)
- Promote a growth mindset with willingness to take on new challenges.
- Curiosity to explore new ideas and passion to make them happen. (required)
- A strong desire and/or a proven ability to motivate mentor and coach team members. (required)
- Excellent judgment analytical thinking and problem solving skills. (required)
- Excellent communication negotiation and resource management skills. (required)
- Demonstrated ability in strategic planning risk management change management and project management. (required)
- Self motivated individual that possesses excellent time management and organizational skills. (required)
- Strong cross functional collaboration skills relationship building skills and ability to achieve results without direct reporting relationships. (required)
- Strong sense of personal responsibility and accountability for delivering high quality work both personally and at team level. (required)

Technical

- Deep understanding of testing lifecycle and best practices. (required)
- Broad knowledge of modern testing practices related technologies. (required)
(TDD BDD API Testing Jmeter LoadRunner Jira XRAY Playwright Selenium)
- Knowledge and/or interest in CICD and automation related technology. (desirable)
- Working knowledge of modern collaboration tools (JIRA Confluence Git or similar) (desirable)
- General IT knowledge (architecture infrastructure development network security etc) . (desirable)
- General knowledge and interest in Agile practices DevOps SRE mindset and culture. (desirable)
- Working knowledge of one or more cloud service providers (AWS Azure GCP) (desirable)

Company Description

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