Senior QA Manager (HR Solutions Department) @ Saas fintech

Job Information

Recruiter
PROGRE Ltd

Hiring Company
Enterprise Saas fintech

Job ID
1553426

Industry
Internet, Web Services

Company Type
Large Company (more than 300 employees)

Non-Japanese Ratio
About half Japanese

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Minato-ku

Salary
10 million yen ~ 15 million yen

Work Hours
9:30 - 18:30（休憩時間60分）を基本

Holidays
■土曜日・日曜日・国民の祝日 ■年次有給休暇 ■夏季休暇（3日） ■冬季休暇（2日） ■年末年始休暇（12月31日～1月3日）

Refreshed
November 1st, 2026 04:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Mid Career

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

Minimum Japanese Level
Basic Level

Minimum Education Level
High-School

Visa Status
Permission to work in Japan required

Job Description

You will be responsible for formulating and executing QA strategies for the HR Product Development Department, with a focus on process improvement from upstream to downstream.

- Management of the QA organisation, including recruitment and training (location: Japan)
- Establishment and promotion of a development process improvement team for quality assurance
- Collection, measurement, analysis, and consideration of countermeasures for defect data using metrics for continuous quality improvement
- Standardisation or process improvement of development and testing processes
- Improvement and promotion of shift left and AI-enabled quality assurance processes
- Establishment of quality strategies appropriate for an HR organisation and negotiation with stakeholders

Required Skills

Required Skills and Experience

- 3+ years organisational management experience
- Experience managing teams of 5 or more members
- Experience in developing and implementing test strategies with an awareness of QCD (Quality Cost Delivery)
- QA experience for HR or similar Product Development
- Experience in negotiating with stakeholders (PdM side, development side), including the business side
- Collection, measurement, analysis, and consideration of countermeasures for defect data for continuous quality improvement
- Standardisation of development processes/testing processes
- 3+ years of development experience, or 3+ years of experience in test automation using scripting languages
- Bachelor's degree in information processing or computer science, or equivalent knowledge (Basic Information Technology Examination, etc.)
- English language skills: Business level

Preferred Skills and Experience

- Experience in establishing a QA organisation from scratch
- Experience in improving QA approaches using AI tools or experience in AI development
- Experience working in a global environment spanning multiple countries (in the HR Product Development Department, you will work with members from Vietnam and India)
- Experience in introducing, building, and maintaining CI/CD environments and test automation using automation frameworks
- A sense of responsibility to commit to product quality and the perseverance to see things through even in difficult situations
- Those interested in a new era of QA strategy centred on shift left

Company Description