



## 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

February 6th, 2026 12:01

### General Requirements

#### Minimum Experience Level

Over 10 years

#### Career Level

Mid Career

#### Minimum English Level

Business Level (Amount Used: English usage about 75%)

#### Minimum Japanese Level

Basic

#### 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

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## 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.)

### 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

### Language Requirements

- Japanese language skills: Basic
- English language skills: Business level (TOEIC 700 points or equivalent)
  - For meetings conducted in Japanese, an interpreter will be provided.

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## Company Description