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Backend Engineer / Product Team | Blockchain/web3

Flextime & Remote Work Available

Job Information

Recruiter

G Talent at Bizmates, Inc.

Hiring Company

★Token economy business using blockchain and generative AI techn

Job ID

1554992

Industry

Internet, Web Services

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

6 million yen ~ 12 million yen

Work Hours

Flextime

Holidays

Saturday/Sunday/National Holiday, Annual Paid Leave, etc.

Refreshed

August 13th, 2025 15:00

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

Permission to work in Japan required

Job Description

【About the company ...】

The company is a Web3 startup that aims to create a fan economy with the mission of "advancing the times together with fans". The company develops and provides a fan platform for the Web3 era that maximizes fan enthusiasm for major entertainment companies such as publishers, music labels, and game companies. They have raised 3.4 billion yen in Series B funding in

2022 and are actively recruiting.

The company uses the concept of a "Decentralized Autonomous Organization (DAO)" as a guideline for organizational management.

Regardless of age, role, or position, members proactively make proposals and decisions.

The company aims to realize new entertainment experiences at the production level by utilizing generative AI technologies, such as Generative Agents and Entertainment IP's unique image generation.

Agile: To respond flexibly to areas of high uncertainty, we use Kanban to manage development autonomously by teams of engineers.

[Job Description]

Aiming to create a "fan nation" where people can live out their likes and passions, the company has collaborated with major entertainment companies such as Sanrio, Bandai Namco Entertainment, and Shueisha to develop and provide a fan community platform, "Gaudi Fanlink".

Gaudi Fanlink provides a mechanism and functions to strengthen connections among fans and fan activities through the provision of content unique to an official community in collaboration with IP holder entertainment companies. The product has a wide range of functions such as posts, comments, games, and a store in order to maximize fan enthusiasm.

[Recruitment Background]

The company's engineering organization is ideally suited to work with a wide range of interests based on the idea of full-cycle engineering, not just in a specific technical area.

As the number of communities to be developed increases, the company needs more members to promote the backend area as the core of the company. The company is looking for people who can approach the following issues together while implementing product development.

[Issues]

- Since the product has a wide range of functions, it is necessary to make a good distinction between common/genericized parts and individually optimized parts in architectural design.
- In order to provide stable services even in overseas environments where the network environment is not satisfactory, it is necessary to optimize infrastructure construction (multi-region configuration) and application processing.
- The number of IP communities we handle has increased, and we do not have an organizational structure in place to detect issues across teams, which has led to a situation in which the work is being done by a single person.
- As the development of new functions and the launch of new IP communities increase, the organization has not been able to keep up with the development of a system for implementing a cycle of defect flow improvement.

[Responsibilities]

■Lead development of "Gaudi Fanlink" based on the backend area.

Since this is a BtoBtoC business model, you will be strongly required to provide value by meeting the demands of both clients and users to the maximum extent possible. You will be entrusted with development based on an understanding of the business and domain.

- Development and continuous improvement of new features within the community to deliver the best possible experience to fans
- Design and development of scalable architecture in highly complex domain areas
- Collaboration with peers and other disciplines within the team, including USM, modeling, pair-production, etc.
- Scrum events to further enhance value creation, such as retrospectives, planning, refinement, and sprint reviews
- Improvements to the infrastructure used internally to improve productivity and quality across development, such as centralized library and CI

■Dealing with Issues Across the Development Organization

The number of engineers has expanded rapidly over the past two years, from 9 to 35. While the development organization itself has increased in number of personnel and has been able to do more, it is also facing challenges in maintaining quality and development productivity, as well as organizational strength. would like to see the development organization proactively address cross-cutting issues without confining itself to the back-end area.

You will be expected to proactively address these issues across the development organization, without confining yourself to the back-end area.

[Development Environment]

- Development language: Go
- Cloud : GCP
- Container technology: Docker
- Communication protocol: gRPC
- Hosting PF: Cloud Run
- Monitoring system: Datadog, OpenTelemetry
- DB: Cloud Spanner
- Configuration management: Terraform, GKE autopilot
- CI/CD: GitHub Actions

[Attractiveness]

- You will be able to collaborate with IP companies such as Shueisha, Gundam (Bandai Namco Entertainment), and Sanrio, which have a passionate global fan base, and approach the domain of "entertainment" itself to solve its problems.
- You will be able to experience a valuable phase that can only be experienced "now", such as community releases with popular IPs and market expansion for global markets.

[Working time]

Flextime System

[Holidays]

- Saturday/Sunday/National Holiday
- Annual Paid Leave
- New Year Holiday
- Nursing Care Leave
- Congratulations & Condolence Leave

[Welfare]

- Fully remote working in principle (with one day of work per month)
- 2 days off per week, holidays off
- Annual paid vacation (10 days granted on the day of employment)
- Year-end and New Year vacations
- Condolence leave, nursing care leave
- Rent subsidy (for those within 3 km of the office or within 3 stations from Sasazuka or Daitabashi station): 10,000 yen if rent and common expenses are less than 70,000 yen, 20,000 yen if rent and common expenses are 70,000 yen or more
- Full subsidy for the purchase of books (including manga)
- Subsidy for participation in outside study groups and events
- Up to 20,000 yen per month for laundry, housekeeping, gym fees, etc., selected by each employee from among items specified by the company.
- Subsidy for Ethereum purchase
- Subsidy for remote work environment...up to 100,000 yen

Required Skills

Required

- 3+ years of experience developing and operating web applications
- Experience in team development
- Japanese communication skills

Preferred

- Experience in technology selection throughout the entire service
- Skills to facilitate development while making recommendations on availability, security and fault tolerance
- Familiarity with Scrum and Agile
- Interest in domain-driven development or microservice design
- Experience with blockchain technology
- Contribution to and in-depth knowledge of OSS and technical communities

Ideal Applicants

- Empathy with the company's Mission, Values, and Credo.
- Able to think of strategies and tactics to achieve goals, communicate them to the team, and lead with a high level of motivation.
- Able to proactively tackle all issues within the company with a high sense of responsibility, without fixing your own area of responsibility.
- Able to take on the challenges of new technologies and new areas of experience.
- Enjoys constantly changing situations and can respond flexibly with a sense of speed.
- Enjoy the growth and success of the users in our community and the members we work with

Company Description