

Mico

【Tokyo】 TECH-Bizclo-01. Lead Full Stack Engineer (Bilingual)

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Job Information

Hiring Company

Mico Inc.

Job ID

1556170

Industry

Internet, Web Services

Non-Japanese Ratio

Majority Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Minato-ku

Salary

8 million yen ~ 12 million yen

Work Hours

Standard Schedule: 9:00 AM – 6:00 PM (includes a 1-hour break)

Holidays

Weekends (Saturday & Sunday), national holidays

Refreshed

August 25th, 2025 15:29

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Daily Conversation

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

At BizClo, you'll have the opportunity to take ownership of and modernize the architecture of a high-traffic enterprise SaaS platform used daily by leading businesses. You'll tackle challenges such as scaling real-time messaging systems, enhancing the developer experience, and refactoring complex features—all while helping to set engineering standards for a fast-growing product. This role isn't just about solving technical problems; it's also a chance to grow into a trusted technical leader, mentor others, and thrive in a bilingual, multicultural team environment. By collaborating with both Japanese- and English-speaking colleagues, you'll expand not only your technical expertise but also your ability to lead and influence in a truly global context.

■Job Summary

BizClo is an enterprise-focused LINE chat SaaS platform handling a massive volume of messages and high-traffic request processing daily. The product delivers experiences that improve operational efficiency and drive sales through 1-to-1 communication.

In this role, you will tackle challenges such as modernizing and refactoring increasingly complex internal and customer-facing features, improving developer experience, balancing real-time responsiveness with system stability, and paying down technical debt.

■Key Responsibilities

- Drive system design and development with an emphasis on modularity and reusability to accommodate flexible customer requirements. Actively work on design improvements based on current architecture and challenges.
- Lead continuous improvements based on various metrics to enhance service responsiveness and stability, and establish and execute operational indicators.
- Manage a shared foundation that connects design and implementation while maintaining UI quality.
- Improve developer experience by shortening build times, refining review processes, and expanding automation.
- Facilitate environments that support technical decision-making and actively support the growth and mentoring of junior members.
- Collaborate and document effectively with global teams using both Japanese and English.

Language and Platform

- TypeScript
- Node.js / npm / Turborepo

Front-end

- Next.js
- Chakra UI / ShadCn

Back-end

- NestJS
- Prisma ORM
- Kafka, Redis, Elasticsearch

Infrastructure and Operations

- AWS (S3, Cognito, SQS)
- Terraform, GitHub Actions

Monitoring and Quality Assurance

- New Relic, OpenTelemetry
- Jest, Playwright, ESLint, Prettier

Employment type

Full-time employee

Probationary period: Generally 3 months (no changes in compensation or benefits during this period).

Salary

Salary will be determined based on previous experience, taking into consideration your skills and expertise.

Work Location

- Your preferred work location will be discussed.
- Flexible work styles are available depending on job responsibilities (remote/on-site).

■Average On-Site Frequency

- About 4 days per month.

■Osaka Office

WeWork Midosuji Frontier 1-13-22 Sonezakishinchi, Kita-ku, Osaka-shi, Osaka Prefecture

■Tokyo Office

WeWork The ARGYLE Aoyama 6F 2-14-4 Kita-Aoyama, Minato-ku, Tokyo

Work Hours

- Standard Schedule: 9:00 AM – 6:00 PM (includes a 1-hour break; overtime applicable).
- Flexible Time: Core hours from 10:00 AM to 4:00 PM.
- Certain grades may fall under a discretionary labor system, per company regulations.

Holidays and Leave

- Weekends (Saturday & Sunday), national holidays
- Year-end and New Year holidays
- Summer vacation
- Bereavement leave
- Paid leave (10 days granted upon joining, with additional days based on tenure)
- Other company-designated holidays

Employee benefits

- Commuting allowance (including bicycle commuting)
- Company laptop provided
- Company phone provided (*role-specific)
- Flexible start-time policy (every two months upon request)

- Social insurance (health, pension, employment, workers' compensation)
 - Life and health support leave
 - Health checkup expenses covered
 - Parental and childcare support programs
 - Club activity support
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Required Skills

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- Extensive practical experience (around 5+ years) in developing medium to large-scale web applications
- Experience designing, implementing, and operating UI using React + Next.js
- Experience designing and operating scalable backend systems using Node.js + TypeScript
- Understanding of datastore design including RDB, NoSQL, and message queues
- Experience with DevOps practices utilizing CI/CD and Infrastructure as Code (IaC)
- Ability to conduct technical discussions and create documentation in both Japanese and English

Preferred

- Experience leading improvements in development infrastructure, performance, and monitoring
- Experience designing and improving real-time processing for high-traffic systems
- Practical experience complying with security and privacy guidelines and regulations
- Track record of external contributions (OSS, conference presentations, technical blogging)

Ideal candidate profile:

- Ability to move forward from ambiguity and undefined situations with curiosity and drive
 - Balances technical decisions considering short-term effort and long-term value
 - Rapidly iterate on hypotheses and learn from failures
 - Sets high standards through code and reviews, inspiring the team
 - Identifies product challenges and follows through to completion
 - Collaborates with multinational members and openly shares knowledge
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Company Description