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Engineering Manager | HR Tech Company

Fully Remote Work★In-house Development

Job Information

Recruiter

G Talent at Bizmates, Inc.

Hiring Company

※HR Tech Company※

Job ID

1556882

Industry

Internet, Web Services

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

8 million yen ~ 11 million yen

Work Hours

Flextime System

Holidays

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

Refreshed

September 16th, 2025 02:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

None

Minimum Japanese Level

Business Level

Minimum Education Level

High-School

Visa Status

No permission to work in Japan required

Job Description

【About the Company】

Planning and operation of TECH OFFER, a job search website exclusively for science and engineering students.
Career fair business targeting science and engineering talent.
Company introduction concierge service (recruitment agency) for science and engineering talent.

[Job Description]

The company is looking for an engineering manager to lead the development team for its service TECH OFFER. You will be responsible for people management and team building of the development team, supporting the growth of the development organization, and project promotion under a development system that employs Scrum and DDD.

[Responsibilities]

- Scrum development team management (1-on-1, evaluation, goal setting and development)
- Identification and improvement of issues to maximize team productivity and performance
- Recruitment of engineers (interviews, onboarding support)
- Development process optimization (facilitation of Scrum events, etc.)
- Strengthen collaboration with other departments (PdM, designers, sales, etc.)
- Involvement in technical decision making (work with tech lead to formulate architecture and technical policy)

[Main tools and technologies used for development]

- Language: Go, TypeScript
- Frameworks : Gin, React, Next.js
- Database : MySQL, Amazon Aurora
- Source code management : Git, GitHub
- Project management: Backlog
- Information sharing tools: Slack, Notion
- Others: Figma, Miro, Swagger, AWS

[Scope of Change in Operations]

Other complete set of work related to company services and operations.

[Working style]

Basically, remote work (you may be required to come to the office depending on the business situation).

[Working conditions & treatment]

- School usage
- Office Glico (snack vending machine)
- Relocation allowance (up to ¥50,000, separate conditions apply)
- Marriage leave: up to 3 consecutive business days (separate conditions apply)
- Spouse's childbirth leave: up to 3 business days (separate conditions apply)
- Reduced working hours
- Regular health checkups
- Congratulatory and condolence money system: - Marriage congratulatory gift - Childbirth congratulatory gift: ¥10,000 per person
- Referral program: ① Referral hiring reward ② Recruitment dinner expense subsidy
- Book purchase program
- Achievement celebration expenses
- Welcome lunch
- Cafeteria plan

Insurance: Health insurance, employees' pension insurance, employment insurance, workers' accident compensation insurance

Measures against passive smoking: Complete smoking ban indoors (separate smoking area available)

[Holidays and Vacations]

Saturday/Sunday/National Holiday

Annual Paid Leave

New Year Holiday

Parental Leave

Special Paid Leave

Congratulations & Condolence Leave

Refresh Leave

Condition Leave

Required Skills**[Required]**

- 10+ years of experience in web application development
- Leadership experience in a team of 5 or more people
- People management experience (3+ years)
- Working experience in Scrum and Agile development
- Experience in training team members and conducting 1-on-1s
- Awareness and communication skills to maximize overall team results

[Preferred]

- Experience in recruiting engineers (e.g., interviewer, post-employment follow-up)
- Experience in setting up and restructuring development organizations
- Understanding and practical experience with DDD (Domain Driven Design) and mob/pair programming

- Experience in technology selection and architecture design
- Experience working with scrum masters or tech leads
- Coaching/facilitation skills to bring out the autonomy of members

Company Description