



Full Remote No Japanese Required Backend Engineer

Job Information

Recruiter

PROGRE Ltd

Hiring Company

HR Tech and AI company

Job ID

1560120

Industry

Internet, Web Services

Company Type

Large Company (more than 300 employees)

Non-Japanese Ratio

About half Japanese

Job Type

Permanent Full-time

Location

Japan

Salary

6 million yen ~ 10 million yen

Refreshed

October 1st, 2025 17:25

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level (Amount Used: English Only)

Minimum Japanese Level

None

Minimum Education Level

Technical/Vocational College

Visa Status

Permission to work in Japan required

Job Description

Responsibilities

- Architect, develop, maintain, and test new and existing backend features for platform primarily using Scala.
- Collaborate with your team to evaluate and clarify product requirements, delivering technical solutions that align with user needs.
- Participate in strategic decision-making to propose optimal and efficient solutions.
- Work closely with a diverse, distributed engineering team to uphold a high-quality code base and continuously learn from and mentor each other.
- Monitor and respond promptly to any production issues to ensure the stable operation of our services. (We take pride

in releasing high-quality, bug-free code. Production incidents are extremely rare and mostly handled during core work hours.)

◆ The Attractiveness of the Position

Work-life balance

We encourage team members to have other activities and responsibilities in life, the average engineer works 40 hours a week. We have flex time, maternity/paternity leave, etc which is something a lot of our proud new parents really appreciate.

Choose where you work

We are set up for remote work, but you are more than welcome to come to our modern office in Shibuya, Tokyo.

International environment

We have people from all corners of the world working together to build the best products possible. Most members use English day to day, but the perfect candidate will be able to navigate and negotiate our international work environment and smooth the transition to a more global team for local colleagues.

Competitive salary and growth

We prioritize each individual's professional growth and ensure that everyone's efforts are seriously recognized and thoroughly evaluated. We provide assessments based on abilities, complemented by competitive salaries that recognize and reward your skills and contributions.

◆ PC Spec

Mac or Windows - you can pick your machine and we'll have it ready for you on your first day

◆ Attractiveness

- Immediate Impact: Ship features in days, reaching thousands of users in a single sprint.
- Engineering Culture: Humility, respect, and trust drive us. Code quality wins, not egos.
- Flexible Work: Flex time. Remote-first with optional access to our modern Shibuya office.

Required Skills

Must have

- 3+ years of professional experience driving the backend work of a commercial product using a JVM based language (Scala, Kotlin, Java) or a relevant modern programming language
- Experience building REST APIs running over distributed infrastructure
- Strong interest in and practical application of basic functional programming concepts
- Familiarity with non blocking, asynchronous programming techniques (e.g. Futures, Akka/Actors, Typelevel/IO)
- Experience working with relational databases (e.g. PostgreSQL, MySQL)
- Understanding and experience writing and maintaining automated test suites (Integration tests, Unit tests, Property based tests...)
- Experience working with cloud service providers (AWS / GCP / Azure)
- Business level language skills in English

Nice-to-have

- Expert-level fluency with Scala 2 and 3
- Experience working with Node.js/NestJS, Go, and/or Rust
- Experience working with React (and not allergic to frontend development tasks)
- Spoken and written Japanese language ability

◆ Language

English: Business level
Japanese: Not Required

Company Description