

(HR Tech) Project Manager

Job Information

Recruiter
United World Inc

Job ID
1560992

Industry
Internet, Web Services

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
Negotiable, based on experience

Refreshed
November 3rd, 2026 17:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Business Level (Amount Used: English Only)

Minimum Japanese Level
Business Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

The HR Tech department provides the essential tools companies need to scout, hire, and train world-class engineers. The company is profitable, privately owned, and headquartered in Tokyo, Japan, serving major Japanese enterprises. With a diverse international team, we're looking for an Engineering Manager to lead the expansion of a web-based platform focused on technical skill evaluation and training.
You'll lead development of a new AI-powered assessment product. We've launched the MVP, made initial sales, and are now entering a phase of rapid development to meet broader customer needs.
We're seeking someone with a strong engineering background, proven leadership skills, and experience managing complex projects. You should be a strategic thinker, an effective communicator, and technically grounded. Our product philosophy is "Empower Engineering," and we look for team members who embrace that mindset.

Vision
We're the creators of an award-winning tech skill evaluation and training platform. Our mission is to modernize Japan's hiring culture and help companies build and retain strong engineering teams.
In the coming year, we plan to expand our product lineup, enhance UI/UX, develop new microservices, and deliver key features—areas where your leadership will have direct impact.

Responsibilities

- Practice servant leadership to support and uplift the engineering team
- Build a high-performing team through strategic hiring, mentoring, and personal development
- Act as Scrum Master, facilitating agile ceremonies and process adherence
- Collaborate with product managers, designers, and stakeholders to align execution with business goals
- Define technical strategies and roadmaps in line with the company's vision
- Remove blockers and protect the team from distractions
- Oversee and maintain quality across design, development, and testing phases
- Continuously improve engineering processes, tools, and best practices
- Coordinate with other team leads to ensure cross-team alignment
- Promote innovation through awareness of current tech trends and emerging technologies

Career Path
This position offers the opportunity to move into an Executive Officer role based on your aspirations and performance.

Why Join
■ Work-life balance: Average working hours are around 40 per week. Flexible hours and parental leave are available and valued by many team members.
■ Work from anywhere (within Japan): Remote-friendly setup, with the option to work from a modern office in Shibuya, Tokyo.
■ International team: A globally diverse environment where English is commonly used. Ideal candidates can navigate both global and local dynamics.
■ Strong team culture: The tech team has an exceptionally low turnover rate, reflecting a healthy and welcoming work environment.
■ Competitive compensation: Career growth is a priority. We offer skills-based evaluations and salary packages that recognize contributions and capabilities.

PC Setup
Choose between Mac or Windows—your machine will be ready on day one.

Required Skills

✓ Must have
7+ years of software engineering experience with 3+ years leading teams of 5 or more engineers
Demonstrated ability to inspire and guide culturally diverse teams
Fluency in agile and scrum methodologies with a focus of maximizing value output (e.g., minimum viable product)
Deep understanding of engineering best practices including CI/CD pipelines, automated testing, and code quality standards
Experience in recruitment, talent management, and evaluation of engineers from diverse cultural backgrounds
Business level proficiency in both English and Japanese

✓ Nice-to-have
10+ years engineering experience
Experience building products and services from zero to launch
Experience maintaining live applications at scale in a production environment
Current fluency in Typescript, React, NestJS, or Play Framework
Scrum or Agile certifications (PSM, CSM, etc)
Langeage
English: Business level
Japanese: Business level

Who fits them
The ideal candidate will have a robust technical project management background, excellent leadership skills, and a proven track record of successfully managing complex projects. This role requires a strong communicator, strategic thinker, with proven growth mindset. The philosophy of Track is “Empower Engineering”, and we encourage everyone in the team to share this mindset.

Company Description