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Engineering Manager | ICT Service

Fully Remote Work★In-house Development

Job Information

Recruiter

G Talent at Bizmates, Inc.

Hiring Company

✦ICT Services for Childcare and Educational Facilities✦

Job ID

1562750

Industry

Internet, Web Services

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Shinagawa-ku

Salary

7 million yen ~ 13 million yen

Work Hours

9:00~18:00

Holidays

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

Refreshed

October 23rd, 2025 14:54

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

None

Minimum Japanese Level

Business Level

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

【 About the company 】

Operation of ICT service "Codomon" for childcare and educational facilities
 Operation of photo sales service
 Payment agency service
 Recruitment support business

Preschool recruitment support business
 Operation of EC site "Codomon Store" for childcare facilities
 Online training business

【 Job Description】

【About the Company】

The company's mission is to "make the environment surrounding children better through the power of technology." It's a company that solves challenges for the adults around children and for the local community. In its main business, "CoDMON," the company is improving the working environment for childcare and education professionals with the concept of "providing all teachers and guardians with time and peace of mind to engage with children." Additionally, "HoiShiru," a childcare support service that allows users to find and apply for childcare facilities, is experiencing increased listings and parent usage. The company is actively pursuing further development to support this growth.

The childcare and parenting sector faces numerous challenges that need solutions. The company plans to address these by:

- Expanding the main product to other types of facilities.
- Providing even more value to parents.
- Strengthening initiatives with local and national government bodies.

【About the Product】

It is an ICT service for childcare and educational facilities, serving as a SaaS-based operational support service for teachers working in places like daycare centers. Roughly 30% of a childcare facility's day is spent on administrative tasks. This product aims to support teachers by automating and streamlining these administrative duties through ICT, thereby giving them more time and peace of mind to engage with children in an environment where handwritten tasks were previously predominant.

By implementing the product, teachers experience a reduced administrative workload, allowing them to dedicate more time to children. This service also significantly benefits parents, who can manage absence notifications and communication books directly through a mobile app.

Currently, it is used by over 18,000 childcare facilities nationwide and more than 2.5 million parents.

Beyond just daycare centers, the service is expanding its reach to kindergartens, after-school programs, cram schools, elementary schools, and junior high schools. By involving a wider range of stakeholders who were not previously connected, the product aims to become a foundational infrastructure in the childcare, parenting, and education sectors.

【Your Role】

You will work in or across one of the following teams: the main product development team, the new product development team, and the team promoting the shift to microservices.

In addition to the development of new business and new functions, the company is also strengthening its efforts to address the technical issues of existing products.

For example, they are addressing the load caused by user growth and paying off technical debt through replacements and refactoring. Because the product is growing, it is necessary to speed up the pace of improvement.

The company is looking for people who can work together with us to solve these challenges.

Examples of each team's work are listed below.

- Functional improvements based on user feedback

Through user requests for improvements and interviews, we will clarify user issues.

For example, there have been results of improvements such as releasing an automatic translation function in response to requests from facilities that had hurdles in communicating with foreign parents.

- Refactoring and replacement of legacy code

They are refactoring and replacing legacy code, taking into account the impact on users in order to deliver value to them with more speed.

- Development of new features and new products

There are still many legacy aspects of the environment surrounding children, and social issues are piling up. As the No. 1 company in the childcare ICT industry, CoDMON is developing new products and new functions to not only solve these issues but also to set the industry standard.

For example, the company is developing HoiShiru, a childcare activity support service, to provide even more value to parents.

For its main product, CoDMON, they are also developing new functions to support billing management and collections.

【About the development team】

As of April 2024, the entire team has 90 members, with about 70 in engineering positions.

Members of different job categories such as engineers, PdMs, and UI/UX designers belong to the same team, which consists of about 8 members in each team.

Specifically, the team has the following characteristics

- User-oriented development

To improve products that are easier for users to understand and use, and to make products that can be used by more teachers, they develop products by discussing with their teams on a daily basis and rotating the product feedback cycle.

- Aiming to be a self-organized agile development organization that follows XP and aims to be an agile team.

They start by foolishly adopting all practices first, and are aware of the values and principles of Agile on a daily basis.

One of our practices is pair programming. By pair-programming every day, the team prevents the use of generational skills, promotes knowledge circulation and review efficiency, and improves the skills of the team as a whole.

- Working as the Full Stack

The CoDMON development team does not clearly divide individual roles into front-end and server-side. The entire team is

responsible for everything from technology selection to design, development, and operation. You can work as a full stack while demonstrating your individual strengths!

- Flexible work styles to suit your lifestyle

Members work flexibly, utilizing remote work and flextime systems. There are members who work fully remotely from places such as Hokkaido and Fukuoka. Utilizing a virtual office, members can easily communicate with each other even when working remotely.

【Technology Stack】

Frontend: AngularJS, Nuxt.js, React, TypeScript, JavaScript

Server-Side: Java, Kotlin, PHP

Mobile: Capacitor

Infrastructure: EC2, ECS, EKS, Lambda, Pinpoint, Kinesis

Monitoring: New Relic, CloudWatch, Fluentd, FluentBit

Databases: Aurora (MySQL), DynamoDB, PostgreSQL, Redis

Logging: Fluentd, FluentBit, Grafana Loki, Athena, BigQuery

CI/CD: GitHub Actions, CircleCI

IaC (Infrastructure as Code): Terraform, Ansible

Testing: Autify, Gauge, Playwright

Development Methodology: Agile/XP

Design Principles: Clean Architecture, DDD (Domain-Driven Design)

IDE: IntelliJ IDEA Ultimate

Other: GitHub Copilot

【Welfare】

- Transportation & Remote Work Expense Allowance (¥10,000 - ¥20,000 per month)
- Congratulatory and Condolence Money (Example: Childbirth/Childcare Support Fund ¥300,000)
- Child Allowance
- Full Social Insurance Coverage
- Access to Paid Plans for Generative AI Services
- Subsidies for Book Purchases and Seminar Participation
- Qualification Acquisition Support
- O'Reilly Learning Platform (Product Development Department)
- Communication Support
- Office Journey Support
- * Subsidizes transportation and accommodation expenses (up to 2 nights) for travel between Tokyo and Miyazaki.
- Club Activity Subsidies
- Free Vending Machine
- * Free drinks when two security cards are touched simultaneously.
- cotree (Online Counseling Service)
- * Free consultations with clinical psychologists, certified psychologists, and career counselors.
- Kanto IT Software Health Insurance Association
- * Subsidies for the use of recreation facilities, travel, sports facilities, etc.
- * Checking health checkup results and medical expenses, earning and exchanging points.
- Influenza Vaccination Subsidy
- Subsidies for Gynecological Examination Expenses
- Provision of Supplies
- Free Distribution of Official Codmon Goods
- 2-Day New Employee Orientation
- Buddy System
- * A dedicated senior employee is assigned for the first 3 months after joining to provide support whenever needed.
- Half-Day Weekly Learning Investment System Allowing Dedication of Work Hours to Self-Study
- Casual Attire Allowed
- <Certifications Acquired>
- Initiatives to Promote Women's Advancement: Eruboshi Certification (3 levels)
- Initiatives to Support Work-Life Balance (Childcare): Kurumin Certification

【Holidays】

- Complete 2-Day Weekend: You'll have Saturdays, Sundays, and national holidays off.
- Paid Leave: Granted on your start date, plus an additional 4 days on top of the statutory minimum every July.
- Year-End and New Year Holidays: From December 29th to January 3rd.
- Bereavement Leave: For special circumstances.
- Smoking Policy: Generally non-smoking indoors, though a designated smoking area is available.

Required Skills

【Required】

- Experience developing and operating web or mobile applications
- Experience training and managing development team members

【Preferred】

- Experience leading engineering teams
- Experience developing using Agile methodologies
- Experience solving cross-functional problems
- Experience with Product Management in SaaS
- Experience hiring engineers

[Ideal Applicants]

- Interested in the company's mission and business
- Willing to discuss and develop products in a lively team environment
- Motivated to improve existing products
- Able to proactively face team challenges

Company Description