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QA Engineer | Web Service & Digital Marketing

FLEX TIME★HYBRID WORK★START-UP COMPANY

Job Information

Recruiter

G Talent at Bizmates, Inc.

Hiring Company

※IT Company Specializing in Web Services and Digital Marketing※

Job ID

1562943

Industry

Internet, Web Services

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

4 million yen ~ 6 million yen

Work Hours

Flextime System

Refreshed

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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】

・ The company is an IT firm specializing in Web Services and Digital Marketing:

They leverage technology to provide end-to-end services, from website construction and SEO measures to advertising operations. They contribute to solving client challenges across a wide range of areas, including large-scale portal site development, SNS operation, and planning for listing advertisements.

・ Global Business:

The company has established development bases in two countries, Taiwan and Vietnam. They use local talent and technical expertise to strengthen their overall development capabilities.

1. Web Integration Business

This business focuses on the development, maintenance, operation, speed improvement, and feature addition for various web services, primarily large-scale portal sites.

2. Web Marketing Business

This involves promotion tasks, focusing on Web marketing duties like SEO (Search Engine Optimization) measures, site renewals, content planning, and SNS/media operation.

3. Digital Advertising Business

This covers the planning, proposal, and operation of advertising (including listing and display ads), total SEO consulting, and MEO (Map Engine Optimization) measures.

4. Cross-Platform Business

This team ensures the quality and reliability of all web sites and systems developed in-house, focusing on both QA (Quality Assurance) and SRE (Site Reliability Engineering).

5. Creative Business

This business primarily handles the design, markup, and content creation for various websites, including large-scale portal sites and corporate/media sites.

6. OEM Business (Original Equipment Manufacturer)

The company ensures a stable supply of products tailored to client needs by managing their product development, production control, quality control, and customer support.

7. Esports Business

This involves the management of professional teams and the development of comprehensive esports entertainment businesses. Additionally, the company collaborates with universities and vocational schools to contribute to the growth of esports culture.

【Job Description】

With increasing interest in software quality and the development of the AI sector, the importance of QA Engineers is rapidly rising.

The company's QA team goes beyond simple functional testing, offering an environment where engineers can acquire upstream skills such as analysis and management through process improvement and defect analysis. This is a highly rewarding position that allows you to contribute to the overall quality enhancement of the organization.

The company develops and operates multiple Web services, including a large-scale night-life portal site that boasts over 100 million page views monthly. They are seeking QA Engineers to support the quality improvement of these significant services.

【Responsibilities】

You will be responsible for test design, execution, analysis, and automation to improve the quality of the company's web services.

- Test Request Management: Handling test requests from the development team (confirming specifications, executing tests, and reporting defects).
- Upstream Quality: Reviewing specifications, creating test plans, designing tests, and conducting exploratory testing.
- Defect Prevention: Analyzing defects and implementing test automation for recurrence prevention, utilizing tools like E2E testing, SEO SPIDER, and various AWS services.
- Automation Leadership: Planning, designing, creating, executing, and managing automated tests using technologies such as Selenium, CodeceptJS, Playwright, and Python.
- Process Improvement: Proposing improvements to the development process and formulating/driving initiatives for overall quality enhancement.

【Team Environment】

The QA team is composed of a diverse group of members ranging from their 20s to their 50s, totaling 14 in-house members (1 Manager, 1 Chief, 3 Leaders, 9 Members) plus 2 external SES staff.

The culture emphasizes a high degree of individual autonomy and active opinion exchange as they work to improve quality.

- Learning Opportunities: The team hosts internal study sessions, offering abundant chances to learn about QA and general Web knowledge. Employees can also attend external seminars at the company's expense upon request.

【Career Path】

While the company encourages you to accumulate skills as a QA Engineer and eventually aim for roles like Quality Leader (QL) or Team Management, they also offer a variety of other career path options. You are supported in choosing your own path, with the company providing assistance toward your career goals.

Examples of available paths include:

- Project Manager
- QA Manager
- QA Leader
- Programmer
- Director
- And others

【Working conditions & treatment】

Flextime System

【Allowances】

Commuting Allowance: Up to ¥30,000 per month.

Childcare Allowance: ¥5,000 per month for each child up to 18 years old.

Special Payments: Condolence and congratulatory payments.

Professional Development: Coverage for seminar attendance fees and book purchases.

Position Allowance.

Overtime Allowance: Paid for hours exceeding the fixed overtime.

Remote Work Allowance.

[Benefits]

Social Insurance: Fully covered, including enrollment in the Kanto IT Software Health Insurance Association (Kanto ITS).

Health & Wellness: Health checkups (exceeding legal requirements) and a company industrial physician (a former Systems Engineer) on staff.

Retirement & Tenure: Retirement allowance system and a re-employment system available up to age 70 (one employee currently utilizing this).

Childcare Support: Reduced working hours system available until the child graduates from elementary school.

Professional Development:

Subsidy for obtaining certifications (available to accepted candidates).

Access to Udemy courses.

Work Environment: Flexible dress code and hair style, free water server and coffee, and Office Glico (in-house convenience store).

Time Off & Events: Birthday gift certificates, and optional internal events (e.g., company trips).

Facilities: Refreshment room.

Smoking Policy: Smoking measures are in place (with a dedicated smoking booth equipped with a smoke removal function).

Exclusive Discounts: Access to Benefit Station (various discount services) and discounts for a famous theme park.

*Note: The company has been certified as a "Health and Productivity Management Outstanding Organization" by the Ministry of Economy, Trade and Industry for 9 consecutive years.

Required Skills

In all positions, the company welcomes those who can contribute to quality improvement and approach their work proactively in collaboration with others. This is an environment where you can succeed if you are willing to actively challenge yourself in unfamiliar areas and possess a strong desire to keep learning.

[Common Requirements]

- Motivated to learn
- Ability to communicate effectively, collaborate, and coordinate carefully with others
- Sense of responsibility to see tasks through to completion

[Requirements by Position]

◆ Junior QA Engineer

- 1+ years of professional experience
- Demonstrated potential for future leadership (motivation to lead a team)
- Commitment to obtaining company-designated QA certifications (e.g., JSTQB) within 6 months of joining and continuous skill development

◆ QA Leader

- 2+ years of QA design experience
- Team management experience (managed teams of 3+ members for 1+ year)

◆ QA Automation Engineer

- 1+ years of development or automation experience

Company Description