

[Osaka] TECH-ENG-26.Full Stack Engineer (Bilingual – Japanese)

多国籍メンバー活躍 / フレックス / リモート中心 / ビザサポート可

Job Information

Hiring Company

Mico Inc.

Job ID

1564047

Industry

Internet, Web Services

Non-Japanese Ratio

Majority Japanese

Job Type

Permanent Full-time

Location

Osaka Prefecture, Osaka-shi Kita-ku

Salary

6 million yen ~ 10 million yen

Work Hours

Standard Schedule: 9:00 AM - 6:00 PM (includes a 1-hour break)

Holidays

Weekends (Saturday & Sunday), national holidays

Refreshed

November 21st, 2025 01:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

At Mico, we provide Mico Engage AI, a high-traffic, enterprise-grade SaaS platform used daily by major corporations — and we're now seeking core members to join our growing team.

In our fast-paced startup environment, you'll have the opportunity to shape and refine the product with your own hands, continuously improving the user experience.

You'll be expected to take ownership of a wide range of technical challenges — from optimizing high-traffic systems and

designing Al-powered features, to enhancing real-time processing infrastructure. Working closely with the Lead Engineer, you'll play a central role in driving development that directly contributes to the product's growth, while also participating in technical decision-making and standardization efforts.

In addition, by collaborating in a multicultural, bilingual team, you'll be able to hone your skills in both Japanese and English within a truly global development environment. This position offers not only hands-on development opportunities but also the chance to make meaningful contributions to both team and product growth.

■ Key Responsibilities

As a **Full Stack Engineer**, you will play a key role in the Mico Engage Al development team. Specifically, you will be responsible for:

- Stabilizing Mico Engage Al's delivery infrastructure developing infrastructure that ensures reliable performance even for clients with a large user base.
- Developing new features in line with the product roadmap to enhance overall product value.
- Customer-driven development implementing highly requested and broadly applicable features based on feedback from customer success activities.
- Continuous improvement addressing product backlog items, enhancing UI/UX, and promoting better Developer Experience (DX) through proactive improvements.

■ Tech Stack

- Web Backend: TypeScript (NestJS), Go, Elixir
- Web Frontend: TypeScript (Next.js), Chakra UI
- Databases: TiDB, Aurora MySQL, DynamoDB, MemoryDB for Redis, Snowflake
- Infrastructure: AWS (Cognito, EC2, ECS, Route53, Lambda, Kinesis Data Stream, Kinesis Firehose, SQS, SES, ElastiCache, RDS, CloudWatch, IAM, Audit, API Gateway, CodeDeploy), IaC (Terraform, AWS CDK)
- · Middleware: Nginx, Supervisor
- Monitoring: NewRelic, Sentry, AWS (CloudWatch)
- Data Analytics: BigQuery, Google Data Studio, Google Analytics, Metabase, Trocco
- · Environment Setup: Docker
- · CI/CD: GitHub Actions, Amplify Hosting
- CDN: CloudFront
- Source Control: GitHub
- Communication Tools: Google Meet, Slack, Notion, Redmine, Jira, ClickUp

■Employment type

Full-time employee

Probationary period: Generally 3 months (no changes in compensation or benefits during this period).

■Salary

Salary will be determined based on previous experience, taking into consideration your skills and expertise.

■Work Location

- Your preferred work location will be discussed.
- Flexible work styles are available depending on job responsibilities (remote/on-site).

-Average On-Site Frequency

- About 4 days per month.

Osaka Office

WeWork Midosuji Frontier 1-13-22 Sonezakishinchi, Kita-ku, Osaka-shi, Osaka Prefecture

Tokyo Office

WeWork The ARGYLE Aoyama 6F 2-14-4 Kita-Aoyama, Minato-ku, Tokyo

■Work Hours

- Standard Schedule: 9:00 AM – 6:00 PM (includes a 1-hour break; overtime applicable).

Flexible Time: Core hours from 10:00 AM to 4:00 PM.

- Certain grades may fall under a discretionary labor system, per company regulations.

■Holidays and Leave

- Weekends (Saturday & Sunday), national holidays
- Year-end and New Year holidays
- Summer vacation
- Bereavement leave
- Paid leave (10 days granted upon joining, with additional days based on tenure)
- Other company-designated holidays

■Employee benefits

- Commuting allowance (including bicycle commuting)
- Company laptop provided
- Company phone provided (*role-specific)
- Flexible start-time policy (every two months upon request)

- Social insurance (health, pension, employment, workers' compensation)
- Life and health support leave
- Health checkup expenses covered
- Parental and childcare support programs
- Club activity support

Required Skills

MUST

- Extensive practical experience (around 5+ years) in developing medium to large-scale web applications
- Experience designing, implementing, and operating UI using React + Next.js
- Experience designing and operating scalable backend systems using Node.js + TypeScript
- Understanding of datastore design including RDB, NoSQL, and message queues
- Experience with DevOps practices utilizing CI/CD and Infrastructure as Code (IaC)
- · Ability to conduct technical discussions and create documentation in both Japanese and English

Preferred

- · Experience leading improvements in development infrastructure, performance, and monitoring
- Experience designing and improving real-time processing for high-traffic systems
- · Practical experience complying with security and privacy guidelines and regulations
- Track record of external contributions (OSS, conference presentations, technical blogging)

Ideal candidate profile:

- Ability to move forward from ambiguity and undefined situations with curiosity and drive
- · Balances technical decisions considering short-term effort and long-term value
- · Rapidly iterate on hypotheses and learn from failures
- · Sets high standards through code and reviews, inspiring the team
- Identifies product challenges and follows through to completion
- · Collaborates with multinational members and openly shares knowledge

Company Description