(HR Tech) QA Engineer

Full-Remote ／ Full-Flex

Job Information

Hiring Company
givery, Inc.

Job ID
1567360

Industry
Internet, Web Services

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Shibuya-ku

Train Description
Yamanote Line, Shibuya Station

Salary
5 million yen ~ 6.5 million yen

Refreshed
February 2nd, 2026 01:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

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

Minimum Japanese Level
None

Minimum Education Level
High-School

Visa Status
No permission to work in Japan required

Job Description

♦ About the Position

Givery aims to provide the missing link that our clients need to scout, hire, and train world-class engineers. We are profitable, privately owned and headquartered in Tokyo, Japan. Our clients include some of the biggest names in Japan. We have a diverse team from all corners of the world and we are looking for a skilled QA Engineer to help us expand Track, a platform that helps companies train and evaluate technical skills.

♦ Our vision and the people we're looking for

We are looking for a skilled QA Engineer with a strong focus on web applications to join our team. The ideal candidate will have a background in both manual and automated testing, ensuring the highest quality standards for our web applications. As a QA Engineer, you will be responsible for working with development teams and other QA engineers to create and

implement test strategies and ensure the delivery of high-quality, bug-free software.

♦ **Responsibilities**

- Develop, document and execute testing strategies and plans that guarantee time-efficient and extensive coverage
- Work with cross-functional teams, including product managers, developers, and designers, to understand requirements and ensure seamless integration of testing processes
- Write, maintain, execute new and existing manual test cases
- Develop and maintain automated tests pipelines and tools to validate functionality, usability
- Analyze test results, report on testing progress, and provide recommendations for improvement
- Continuously improve QA processes and practices, incorporating industry best practices and emerging technologies
- Foster a culture of quality and accountability within the team, ensuring that testing is an integral part of the software development lifecycle

♦ **Position Overview & Benefits**

- What we're up to
We're the creators of the award winning skill evaluation and training platform 'Track'. We are currently tackling the exciting mission of modernizing Japan's hiring culture and help companies build and maintain strong engineering teams.
Through this year and beyond we plan to expand our product lineup, enhance our UI/UX, roll out new micro-services, and build new features which we hope you'll be a big part in the planning and building.

- Awesome tech!
One particular aspect that makes us proud of our team is the fact that we use modern technologies with development practices such as code reviews, continuous integration, unit tests, etc. Engineers feel welcome here.

- 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 Engineers use English day to day, but The perfect candidate will navigate our international work environment with ease and help make the transition toward an even more global team smooth for local members too.We are very proud of what Givery has become. The incredibly low turnover rate of our technology team proves that Givery fosters a work culture that is both very supportive and welcoming. We are sure, once you meet the team, you will feel it too!

♦ **Tools & Equipment**

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

♦ **Holidays**

- 120 annual holidays (may vary by company calendar)
- Two days off per week (Saturday and Sunday)
- Japanese national holidays
- Paid holiday: 11–20 days per year, depending on years of service

♦ **Benefits**

- Health Insurance
- Transportation allowance
- Family allowance: ¥10,000/month per child up to age 18
- Access to 57+ Track Training courses (programming, AI, etc.)
etc.

Required Skills

■ **Must have**

- At least 3 years of professional experience in web application QA, combining manual testing and a minimum of 2 years of hands-on work with modern automation tools like Playwright, WDIO, or Cypress
- Strong knowledge of web technologies, including HTML, CSS, JavaScript, TypeScript, and RESTful APIs
- Solid familiarity with test automation best practices (page object models, waiting strategies, artifact management, report generation, locators, etc.)
- Excellent problem-solving, analytical, and communication skills
- Familiarity with Agile methodologies and a strong understanding of the software development lifecycle in JIRA

- A passion for quality assurance and a commitment to delivering high-quality software
- Ability to work both independently and as part of a team
- Business level language skills in English

■ Nice-to-have

- 5+ years professional experience in software engineering teams in any of the following roles: QA, software engineer, project- and/or product-management
- Spoken and written Japanese language ability
- Fundamental knowledge of Cyber-security

■ Language

English: Business level
Japanese: Not Required (But a real bonus!)

■ Ideal Candidate Profile

- Excellent problem-solving, analytical, and communication skills.
- Ability to work both independently and as part of a team

Company Description