



Java System Engineer

Job Information

Recruiter

ReachExt K.K.

Job ID

1580176

Industry

IT Consulting

Job Type

Permanent Full-time

Location

Tokyo - Other Areas

Salary

5 million yen ~ Negotiable, based on experience

Refreshed

May 24th, 2026 00:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Entry Level

Minimum English Level

Basic

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Position: Java System Engineer

Hybrid work possible

Location : Tokyo

Role and Job Description: You will be an upstream system engineer for a large-scale project with an offshore team of 1,000 people. ■Our company is highly regarded for being able to handle everything with one team and one vendor, and for our scalability, and has been entrusted with projects worth billions of yen by major companies. We think together with our customers from the discussion stage of requirement definition and accompany them until the concept is shaped by utilizing offshore. ■The key to success in offshore collaboration is to look at the whole picture, consider even the smallest details, and verbalize them before giving direction. As an engineer, there are many things to think about, so there is a lot to learn and a high growth potential!

■Job content after joining the company ・ System construction and maintenance for a service site operated by a major information and communications company, etc. Your preferences and experience will be taken into consideration when selecting and assigning your position.

■Work content Requirements interview, basic design, offshore integration (including output review), coding (if necessary), maintenance

Skills Required ・ System development experience (*Languages used: Java, Spring Framework, etc., 3 years or more) ・ Experience from design to implementation (3 years or more) ・ Japanese language ability: Native level or JLPTN1 level [Welcome skills] ・ Experience involved in all processes from requirements definition to maintenance ・ Front-end

development experience [Welcome mindset] ・ Those who can accept multinationals and diversity ・ Those who can act independently ■Those who do not want their growth to plateau as engineers

■Due to Japan's declining birthrate and aging population, and the shortage of engineers, offshore integration is essential, especially for large-scale development. On the other hand, even those who feel that the hurdle is high without experience can take on the challenge with a low hurdle on our pro-Japan, pro-Japanese, and pro-language company!

■The company is fast-paced, everyone is on an equal footing, there is no sectionalism, and there is no UP or OUT, so they put a lot of effort into employee development. It's a company that combines the best of both Japanese and foreign companies!

Benefits: ・ Salary increase: once a year ・

Commuting allowance: up to 20,000 yen per month

Family allowance: 10,000 yen per dependent (spouse/child) per month

Housing allowance: 30,000 yen per month

Bonus: available (paid twice a year) *Paid based on business performance and individual performance

Job allowance *Includes fixed overtime allowance of 40 hours per month (excess amount paid separately)

Homecoming travel allowance (80,000 yen/year, paid at the time of bonus from the second year of employment onwards, for all employees)

Relocation subsidy system (150,000 yen)

*Regulations apply Working hours: ・ 9:00-18:00 (prescribed working hours: 8 hours 0 minutes, break time: 60 minutes)

*When stationed at a client's office, follow the prescribed working hours of the client's office. ・ Overtime work: Yes (average 20 hours per month)

Work style (combined office/remote work OK)

*Depends on the project *When you start work, you will be coming to the office a lot to build relationships. *Business trips to

Vietnam will be required to collaborate with offshore partners. *Depends on the case Holiday: ・ 2 days off per week

(Saturday, Sunday, public holidays) ・ Summer holidays, New Year's holidays ・ Paid holidays (10-20 days, 80% or more

used), special holidays ・ Number of holidays per year: 125 days Benefit programs: ・ Retirement benefits ・ Condolence and

celebration money ・ First call ・ Company trip ・ Youth group activities, safety and health committee ・ Company events:

New Year's party, cherry blossom viewing, sports day, Music Festival, Parents' Day, Women's Day, Men's Day, Kids' Day,

etc. ・ Club activities:futsal, badminton, golf, photography, etc. Insurance: ・ Employee pension, health insurance,

employment insurance, workers' accident compensation insurance

Interview process: ・ Resume screening ↓ ・ First interview (recruitment team, department manager, manager/face-to-face, Tokyo Head Office) ↓ ・ Offer of employment

*Application documents: Japanese resume and shokumu keirekisho *Aptitude test (test of personality, character, and intellectual ability): yes *2nd interview or face-to-face interview may occur depending on the selection situation

ポジション:【Javaシステムエンジニア】ハイブリッド勤務可能 勤務地 東京都 仕事内容: オフショアチーム1000人規模の大規模案件の上流システムエンジニアをお任せいたします。 ■ワンチーム・ワンペンダーで全てを担えることやスケラビリティが評価され、大手企業様から数十億の案件を任されている当社。要件定義のディスカッション段階からお客様と一緒に考え、オフショアを活用し構想を形にするまで伴走しております。 ■オフショア連携では全体を俯瞰し、細かい点まで検討、言語化した上でディレクションをすることが成功の鍵。エンジニアとして考える点が多いからこそ学び多く、成長角度も高い! ■入社後の案件内容 ・大手情報通信会社が運営するサービスサイトのシステム構築・保守等 ご希望、ご経験を考慮し選考、配属予定となります。 ■作業内容 要件ヒアリング、基本設計、オフショア連携(アウトプットレビュー含む)、コーディング(必要に応じて)、保守【必須スキル】 ・システム開発経験(*使用言語: Java, Spring Framework等3年以上) ・設計から実装経験(3年以上) ・日本語力: ネイティブレベル *外国籍の方の場合、日本在住で日本人と同等のレベルで会話、対応できる日本語力のある方【歓迎スキル】 ・要件定義から保守までの全ての工程に関わった経験 ・フロントエンドの開発経験【歓迎マインド】 ・多国籍、多様性を受け入れられる方 ・自発的に行動できる方 <こんな方におすすめ> ■エンジニアとして成長が頭打ちになりたくない方 ■日本の少子高齢化、エンジニア不足により、オフショア連携は特に大規模開発では必要不可欠。一方で経験なくハードルが高いと感じる人も、親日で言語の壁ない当社でハードル低く挑戦できる! ■スピード感早く、誰もがフラットに関わりセクショナリズムなく、UPorOUTなく社員の育成に力を入れている。そんな日系と外資のいいとこどりのような会社です! ・昇給: 年1回 ・通勤手当: 月2万円まで ・家族手当: 扶養者(配偶者・子)1人当たり月1万円 ・住居手当: 月3万円 ・賞与: 有り(年2回支給) *業績・個人実績に応じて支給 ・職務手当 *月40時間の固定残業手当を含む(超過分は別途支給) ・帰省旅費補助(8万円/年 入社2年目以降の賞与時に支給 全社員対象) ・引越越し補助金制度(15万円) *規定有 Working hours : 9:00~18:00 (所定労働時間: 8時間0分、休憩時間: 60分) *客先常駐時は常駐先の所定勤務時間に従う。 ・時間外労働: あり(平均月20時間程度) ・勤務形態(出社/リモートワーク併用OK) *案件による *勤務開始時は関係構築の為、出社が多くなります。 *オフショア先との連携の為、ベトナムへ出張が発生します。 *案件による Holiday ・完全週休2日(土曜日、日曜日、祝日) ・夏季休暇、年末年始休暇 ・有給休暇(10日~20日、消化率8割以上) ・特別休暇 ・年間休日日数: 125日 Benefit programs ・退職金あり ・慶弔見舞金 ・ファーストコール ・社員旅行 ・青年団体活動、安全衛生委員会 ・社内イベント: 新年会、花見、運動会、Music Festival、Parents Day、Women's Day、Men's Day、Kid's Day など ・クラブ活動: フットサル、バドミントン、ゴルフ、写真など Insurance ・厚生年金、健康保険(関東ITソフトウェア)、雇用保険、労災保険 選考プロセス ・書類選考 ↓ ・1次面接(採用チーム・部署担当者・部長/対面 東京本社) ↓ ・内定 *応募書類: 履歴書、職務経歴書 *適性検査(性格、人柄及び知的能力のテスト): 有 *選考状況により2次面接、面談発生の場合あり

Required Skills

Skills Required ・ System development experience (*Languages used: Java, Spring Framework, etc., 3 years or more) ・ Experience from design to implementation (3 years or more) ・ Japanese language ability: Native level or JLPTN1 level [Welcome skills] ・ Experience involved in all processes from requirements definition to maintenance ・ Front-end development experience [Welcome mindset] ・ Those who can accept multinationals and diversity ・ Those who can act independently

Company Description