Mico

【Osaka】27.Lead Full Stack Engineer

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Job Information

Hiring Company
Mico Inc.

Job ID
1583750

Industry
Internet, Web Services

Non-Japanese Ratio
Majority Japanese

Job Type
Permanent Full-time

Location
Osaka Prefecture, Osaka-shi Kita-ku

Salary
7 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
March 23rd, 2026 17:03

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 AI-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 AI development team. Specifically, you will be responsible for:

- **Stabilizing Mico Engage AI'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 (from January 2026 – New Location)
5F, JAM-OFFICE 5-A / 5-B, JAM BASE, GRAND GREEN OSAKA North Building,
6-38 Ofukacho, Kita-ku, Osaka-shi, Osaka, Japan

▪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

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- 5+ years of professional software development experience
- Development experience using TypeScript and Node.js
- Full-stack engineering experience (both frontend and backend)
- Ability to independently handle the full cycle from specification to release
- 2+ years of code review experience
- Ability to implement test code to improve quality
- Experience in making technology selection decisions
- Business-level proficiency in both Japanese and English

Preferred

- 2+ years leading development as a technical lead (team of 5+ members)
- Experience leveraging AI efficiently to improve development speed and quality, and ability to document and share best practices
- Next.js development experience
- CI/CD setup experience
- Infrastructure development experience (AWS, Docker, etc.)

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