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Bilingual QA Lead - Build Quality Engineering

Bilingual QA Lead - Insurance Industry

Job Information

Recruiter

[Michael Page](#)

Job ID

1593493

Industry

Insurance

Job Type

Temporary

Location

Tokyo - 23 Wards

Salary

6 million yen ~ 8 million yen

Refreshed

May 27th, 2026 14:18

General Requirements

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

This role leads the establishment of quality engineering practices across a modern application landscape, enabling engineers to fully own quality in their day-to-day work. You will design standards, frameworks, and coaching models that leave a sustainable impact beyond the assignment.

Client Details

Our client is a **large financial services and life insurance organisation in Japan**, undergoing a significant technology transformation. Its engineering teams are responsible for delivering and evolving enterprise-scale application platforms while adopting modern cloud, automation, and agile practices.

Description

- Define and drive an organisation-wide quality engineering strategy aligned with business and engineering goals
- Establish a shared definition of "good quality," including reliability, performance, security, and usability
- Create and maintain QA standards, guidelines, templates, and best practices across engineering teams
- Standardise and select test frameworks and tools for unit, integration, API, UI, performance, and security testing
- Coach and enable engineers to design, implement, and maintain automated and manual tests
- Embed testing and quality gates into CI/CD pipelines in collaboration with engineering and CI/CD teams

- Integrate QA activities into Agile and hybrid SDLC processes and release workflows
- Define quality metrics, dashboards, and reporting for teams and leadership
- Use data to identify systemic quality issues and drive continuous improvement
- Partner with architecture, platform, security, and product stakeholders to embed quality into solution design
- Support test environment strategy, test data management, and non-functional testing
- Act as a trusted advisor and subject matter expert on quality engineering practices
- Facilitate communities of practice or quality guilds
- Design a clear exit strategy, including documentation, playbooks, and internal champions

Job Offer

- High-visibility role shaping quality engineering across a major financial organisation
- Exposure to modern cloud technologies and enterprise-scale systems
- Close collaboration with architecture, platform, security, and product teams
- Access to global learning platforms and certification programs

To apply online please click the 'Apply' button below. For a confidential discussion about this role please contact Serena Wu on +81 3 6627 6137.

Required Skills

- 4+ years of experience in software QA or quality engineering across multiple systems or products
- 1+ year in a QA lead, quality architect, or similar role influencing team or organisational practices
- Proven experience building or significantly improving QA practices in low-maturity environments
- Strong hands-on experience with test automation for APIs and/or UIs using mainstream languages and frameworks
- Experience integrating automated tests into CI/CD pipelines and defining quality gates
- Strong understanding of non-functional testing (performance, reliability, security, usability)
- High emotional intelligence with a coaching and influencing mindset
- **Business-level Japanese communication skills** for technical and non-technical stakeholders
- Comfortable working in distributed or virtual team environments

Preferred experience

- Quality metrics and data-driven improvement initiatives
 - QA Centre of Excellence or cross-team enablement models
 - Secure development and security testing practices
 - Performance and load testing tools
 - Modern architectures such as microservices or cloud-native systems
 - Agile delivery environments and shift-left testing approaches
 - Experience delivering internal training or workshops
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Company Description

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