



Senior QA Manager

Job Information

Recruiter

PROGRE Ltd

Hiring Company

Enterprise-size Fintech Company

Job ID

1600538

Industry

Internet, Web Services

Company Type

Large Company (more than 300 employees)

Non-Japanese Ratio

About half Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Minato-ku

Salary

10 million yen ~ 15 million yen

Work Hours

9:30 - 18:30

Refreshed

August 26th, 2026 07:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level (Amount Used: English Only)

Minimum Japanese Level

None

Minimum Education Level

Technical/Vocational College

Visa Status

Permission to work in Japan required

Job Description

The HR domain has high potential for market share expansion, so it has been identified as a key area to accelerate business growth.

This role isn't just about finding bugs; it's about architecting a quality ecosystem where AI acts as a force multiplier—automating regulatory cross-checks, optimizing the discovery phase, and ensuring our HR suite remains the most trusted in the market.

The Mission:

- **AI-Driven Regulatory Alignment:** Lead the implementation of AI tools to automatically cross-verify product requirements against legal regulations, ensuring 100% compliance with zero manual overhead.
- **Full-Lifecycle AI Integration:** Move beyond "test cases." You will integrate AI into the overall development cycle to improve quality. For example, in Discovery Phase, to identify quality risks before development begins and use AI to audit upstream documentation..
- **Global Quality Leadership:** Manage a diverse QA organization (Japan, Vietnam, India) and foster a culture of "Shift-Left" where Engineers and QAs partner with AI agents, focusing human judgment on strategy, exploratory testing, and high-risk validation.

Main Responsibilities

- **AI Strategy & Execution:** Formulate and execute a QA strategy centered on AI-enabled processes. Specifically, building frameworks where AI audits requirements against regulatory benchmarks.
- **Upstream Quality (Shift-Left):** Implement AI-driven "Quality Gates" in the discovery and design phases to prevent defects from reaching the coding stage.
- **Organizational Management:** Lead and grow a high-performing QA team (5+ members), focusing on upskilling traditional QA engineers into AI-savvy Quality Analysts.
- **Metrics & Intelligence:** Utilize AI to analyze defect data, predicting potential failure points and recommending process improvements based on historical trends.
- **Stakeholder Negotiation:** Collaborate with Product Managers and Engineering Leads to integrate AI-driven quality checks into the standard SDLC without sacrificing velocity.
- **Data Privacy & Security QA:** Lead PII handling validation, APPI compliance testing, and ensure AI components do not leak or memorize employee data. Establish guardrails for LLM-based features that touch payroll, attendance, or personnel records.

Required Skills

Required Skills and Experience

- **3+ years of Organizational Management:** Proven experience managing teams of 5 or more in a fast-paced environment.
- **AI Product QA Expertise:** Hands-on experience using LLMs or AI tools to analyze requirements, generate documentation, or perform automated compliance checks.
- **Strategic QCD Awareness:** Deep understanding of Quality, Cost, and Delivery, with the ability to show how AI improves all three.
- **Upstream Process Design:** Experience in standardizing development processes, specifically focusing on "Discovery Phase" quality assurance.
- **Technical Foundation:** 3+ years of development experience or advanced test automation (scripting languages).
- **Bachelor's degree** in information processing or computer science, or equivalent knowledge (Basic Information Technology Examination, etc.)

Preferred Skills and Experience

- Experience in establishing a QA organisation from scratch
- Experience in improving QA approaches using AI tools or experience in AI development
- Experience working in a global environment spanning multiple countries (in the HR Product Development Department, you will work with members from Vietnam and India)
- Experience in introducing, building, and maintaining CI/CD environments and test automation using automation frameworks
- A sense of responsibility to commit to product quality and the perseverance to see things through even in difficult situations
- Those interested in a new era of QA strategy centered on shift left

Company Description