



QA Assistant Manager (AI exp needed) No Japanese required

English only OK

Job Information

Recruiter

[Hire Pundit Japan Corporation](#)

Job ID

1602538

Industry

Insurance

Company Type

Large Company (more than 300 employees) - International Company

Non-Japanese Ratio

About half Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

8 million yen ~ 9 million yen

Refreshed

August 11th, 2026 14:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

None

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

We are seeking a skilled QA Analyst (Assistant Manager) to help drive our Quality Engineering initiatives, with a strong focus on AI-driven quality practices and test automation. Reporting to and supporting the QA Manager, this role executes the quality roadmap, helps implement intelligent automation frameworks, and contributes to continuous improvement across engineering teams. The ideal candidate has hands-on QA expertise, emerging leadership ability, and a passion for applying AI and automation to accelerate quality outcomes.

Required Skills

Key Responsibilities

Leadership & Strategy

- Contribute to and execute the QA strategy, with a focus on AI-powered testing and automation.
- Mentor and guide QA engineers and analysts; support the QA Manager in leading the team and deputize as needed.
- Partner with Engineering, Product, and Architecture teams to embed quality throughout the SDLC.
- Support quality governance; own and report on assigned quality metrics aligned with organizational objectives.

AI-Driven Quality Initiatives

- Evaluate and help adopt AI tools, frameworks, and techniques to improve test efficiency and defect detection.
- Build and implement AI-assisted testing capabilities (e.g., intelligent test generation, predictive defect analytics, self-healing automation).
- Run PoCs and pilots to integrate AI within test pipelines and CI/CD workflows.
- Collaborate with data teams to ensure responsible use of AI and adherence to security and compliance standards.

Automation Framework Ownership

- Develop and maintain scalable automation frameworks for UI, API, performance, and regression testing.
- Ensure automation is integrated into CI/CD pipelines and supports continuous testing.
- Help drive automation coverage and maturity across products/platforms.
- Follow and help standardize automation practices, maintaining code quality for test scripts.

Quality Engineering & Operations

- Plan and execute test strategies covering functional, non-functional, and exploratory testing.
- Track quality metrics such as defect leakage, automation ROI, release readiness, and stability indicators.
- Participate in and help lead RCA (Root Cause Analysis) sessions; support preventive and corrective actions.
- Apply shift-left and shift-right practices, including monitoring, telemetry-based testing, and quality gates.

Stakeholder & Cross-Functional Collaboration

- Work with product managers to understand requirements and define quality criteria.
- Provide clear communication on quality status, risks, and mitigation strategies.
- Build strong relationships with engineering teams to foster a culture of quality-first development.

Required Qualifications

- 3+ years of QA experience, along with some leadership experience.
- Strong expertise in test automation using tools like Selenium, Playwright, Cypress, Appium, RestAssured, etc.
- Hands-on experience with CI/CD systems (Azure DevOps, GitHub Actions, Jenkins, etc.).
- Familiarity with AI/ML concepts and exposure to AI-driven test solutions.
- Proficiency in a programming language such as Python, Java, JavaScript, or C#.
- Strong understanding of SDLC, STLC, DevOps practices, and Agile methodologies.
- Strong communication, mentoring, and collaboration skills.

Preferred Qualifications

- Experience integrating GenAI tools into QA workflows.
- Knowledge of large-scale distributed systems, cloud platforms (Azure, AWS, GCP), and microservices.
- Certification in quality (ISTQB), automation, or AI/ML technologies.
- Experience with performance testing, security testing, or observability platforms.

Company Description