



Senior Manager QA

Job Information

Recruiter

NEXUS Corporation

Job ID

1609238

Industry

Software

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

August 24th, 2026 15:44

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

None

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Job Responsibilities:

As a "Manager of Managers" overseeing a group of nearly 10 managers, you will assume the following broad responsibilities:

- Organizational Strategy Formulation and Execution: Developing a medium-to-long-term QA roadmap for an organization of approximately 120 people and optimizing resources.
- People Management: Building next-generation leadership by developing managers through mentoring and coaching.
- Driving AI-Powered QA: Leading the streamlining of QA processes by introducing our client's proprietary AI tools and cutting-edge automation technologies to operations.
- Stakeholder Management: Collaborating closely with development leaders to establish an optimal QA framework aligned with business requirements.
- Global Governance: Fostering a unified culture across multinational teams—spanning Tokyo, other locations in Japan, and China—and establishing global-standard QA processes.

Work Environment

- Total QA Organization: Approx. 120 members.
- Age Demographics: Predominantly in their 30s and 40s.

- Team Size: QA teams consist of 5 to 10 members; they operate in a global environment where both English and Japanese are spoken, actively exchanging ideas while performing QA tasks.
 - Continuous Learning Culture: The organization fully supports ongoing professional growth through initiatives such as weekly section meetings, technical knowledge sharing, and support for speaking at international conferences.
 - Psychological Safety: A flat organizational structure where regular one-on-one meetings are held, enabling open communication regardless of job title or rank.
 - Managers and QA leads with experience heading QA organizations at global tech companies.
 - Test engineers who transitioned from managing large-scale projects at system integrators (SIs) to working within Agile and DevOps cultures.
 - Specialists with deep expertise in test automation and the SET (Software Engineer in Test) domain who have driven organizational transformation through technology.
 - Automation: Playwright, Appium
 - CI/CD: Jenkins
 - AI Tools: Our client's proprietary tools AI (proprietary AI platform), in-house test management tools
 - Collaboration: Jira, Confluence
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Required Skills

Required Qualifications:

- Experience managing large-scale organizations: Managing a team of 20+ people or "Manager of Managers" experience (managing other managers) for 5+ years
- Global communication: Business-level English communication skills (equivalent to TOEIC 800+)
- Change management skills: Proven track record of transforming an organization by flexibly adopting new technologies (e.g., AI) and methodologies, rather than adhering to existing processes

Preferred Qualifications:

- QA experience in large-scale e-commerce or travel services
 - Experience building test automation frameworks from scratch or performing major overhauls
 - Experience collaborating with and managing overseas locations (offshore/nearshore)
 - Advanced certifications such as ISTQB Advanced Level
 - Deep expertise in QA: 10 years of experience formulating and executing QA strategies based on software testing theory (e.g., ISTQB)
 - 6+ years of experience in system test management, including planning, design, implementation, and quality assessment for manual and automated system tests
 - 5+ years of experience leading multiple projects simultaneously in QA or development
 - Business-level Japanese communication skills
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Company Description