Bilingual Senior Software Engineer

(AI-Native Insurance・Hybrid Remote)

Job Information

Recruiter
Build Plus K.K.

Hiring Company
Build+

Job ID
1616205

Industry
Asset Management

Company Type
Large Company (more than 300 employees) - International Company

Non-Japanese Ratio
Majority Japanese

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Chiyoda-ku

Train Description
Ginza Line, Tameike Sanno Station

Salary
7 million yen ~ 20 million yen

Salary Bonuses
Bonuses paid on top of indicated salary.

Refreshed
November 17th, 2026 02:00

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
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

About the Company

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A Major Global Financial Company is hiring for their new AI-native Technology Transformation Team within their Japanese branch. Their services extend across multiple domains including financial management and insurance, with Japan their most profitable branch making up 25% of global earnings.

In the Japan Transformation Team, you would work closely with Design, Data & AI, and Business stakeholders to rebuild fragmented and legacy systems into modern integrated and AI-enabled experiences. You wouldn't just build products, but also help establish engineering practices, standards, and ways of working that will shape the future of technology delivery.

They have no strict experience requirements for programming languages, but are looking for engineers who have deep understanding of at least one tech stack and can learn new tech. However anyone experienced with high consequence, real-time, or regulated domains will have an advantage (like payments, healthcare, logistics, energy, safety-critical systems, etc.)

What would you be doing?

- Design, build and continuously improve backend services and data models for critical systems utilizing modern tech stack.
- Work alongside legacy systems and decide, case by case, what to wrap, what to replace and what to leave alone.
- Lead products from concept to launch: brainstorming, shaping the design, implementing, and testing, in collaboration with various technical and business stakeholders.

What's interesting about this role?

- Annual Base Salary up to 2000万 / 20M JPY, plus Stock/Equity in USD.
- Hybrid Remote Work + Flextime.
- Take a lot of ownership in a new start-up-like environment while also enjoying the backing of an established company.
- Other Benefits like: Defined Contribution (DC) pension plans, company-sponsored retirement allowances, and employee stock purchase plans (ESPP).

Tech Stack Includes:

- Languages: Java / Kotlin, Go, Python or TypeScript on Node.
- Data: PostgreSQL or Aurora.
- AWS Ecosystem, Terraform or CDK or Ansible
- AI assisted development: Claude, Codex, Copilot or Cursor.

Required Skills

What experience are we looking for?

- 5+ Years Professional experience building and operating backend systems in production.
- Experience leading technical projects or taking ownership of features, etc.
- Confidence in data modeling, especially temporal and bitemporal data modeling.
- Knowledge of real-time as well as batch processing at scale, with a working understanding of time windows and dependency chains.
- Fluent English and Internal Working Proficiency Japanese (Recommended equivalent to TOEIC 900 and JLPT N2).

Company Description