Full Stack Engineer for English Speaker

English speaking role

Job Information

Recruiter
PROGRE Ltd

Hiring Company
AI company

Job ID
1619404

Industry
Internet, Web Services

Company Type
Small/Medium Company (300 employees or less)

Non-Japanese Ratio
About half Japanese

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Minato-ku

Salary
7 million yen ~ 11 million yen

Work Hours
9:00 ~ 18:00

Holidays
土日祝日、年末年始および会社指定日

Refreshed
November 10th, 2026 02:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level (Amount Used: English usage about 75%)

Minimum Japanese Level
Daily Conversation Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

Position Overview

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Mico is looking for a Lead Full Stack Engineer to lead the development of Mico Message, an AI-native customer engagement platform. This role spans both frontend and backend engineering. Beyond hands-on development, you will drive architecture and technical decisions, improve engineering practices and production operations, mentor engineers, and help shape the product's technical direction.

Key Responsibilities

- Lead the design and development of scalable frontend and backend systems supporting Mico Message.
- Build and improve customer-facing applications and internal operational tools.
- Design robust APIs, backend services, and integrations with external platforms.
- Drive technical decisions and contribute to system architecture discussions.
- Partner closely with Product, Design, AI, and Infrastructure teams to shape product direction and user experience.
- Continuously improve system reliability, scalability, performance, and operational visibility.
- Write maintainable, well-tested code and promote modern engineering practices.
- Establish and improve engineering standards, development workflows, and technical processes.
- Mentor and support engineers through code reviews and technical guidance.
- Investigate and resolve complex production incidents in distributed systems.
- Communicate and collaborate with cross-functional stakeholders in both Japanese and English.
- Take end-to-end ownership from requirements definition through production deployment and operations.

Technology Stack

- Application: TypeScript / Node.js (monorepo)
- Databases: Aurora MySQL, TiDB, and Aurora PostgreSQL for some services
- Data warehouse: Snowflake
- Cloud: AWS

Required Skills

Required Qualifications

- At least 5 years of professional software engineering experience.
- Experience working with Agile and Scrum development processes.
- Business-level or higher English proficiency and conversational Japanese proficiency.
- Strong full stack development experience building modern web applications.
- Frontend development experience with React, Vue, Next.js, or similar frameworks.
- Backend development experience with Node.js, Python, Elixir, Ruby, PHP, or similar technologies.
- Experience designing scalable APIs and backend systems.
- Strong understanding of software architecture, system design, and technical trade-offs.
- Experience with relational databases such as PostgreSQL or MySQL.
- Experience developing and operating systems in production, with operational responsibility.
- Experience mentoring engineers or leading technical projects.
- Strong communication, debugging, collaboration, and problem-solving skills.
- Ability to proactively drive work and solve problems in uncertain environments.

Preferred Qualifications

- Experience with typed languages and tools, such as TypeScript or Python type hints.
- Experience with gRPC and Protocol Buffers.
- Experience with Elixir/Phoenix or functional programming.
- Experience developing scalable SaaS platforms.
- Understanding of conversational AI or applications powered by large language models (LLMs).
- Experience designing event-driven architectures or distributed systems.
- Experience collaborating closely with Infrastructure or DevOps teams.
- Experience improving engineering processes and workflows.
- Experience at a fast-growing startup or interest in AI-assisted software development workflows.

Company Description