



## Senior QA Manager (HR Solutions Department) @ Saas fintech

### 募集職種

人材紹介会社  
株式会社PROGRE

採用企業名  
Enterprise Saas fintech

求人ID  
1553426

業種  
インターネット・Webサービス

会社の種類  
大手企業 (300名を超える従業員数)

外国人の割合  
外国人 半数

雇用形態  
正社員

勤務地  
東京都 23区, 港区

給与  
1000万円 ~ 1500万円

勤務時間  
9:30 - 18:30 (休憩時間60分) を基本

休日・休暇  
■土曜日・日曜日・国民の祝日 ■年次有給休暇 ■夏季休暇 (3日) ■冬季休暇 (2日) ■年末年始休暇 (12月31日~1月3日)

更新日  
2026年04月17日 06:00

### 応募必要条件

職務経験  
10年以上

キャリアレベル  
中途経験者レベル

英語レベル  
ビジネス会話レベル (英語使用比率: 75%程度)

日本語レベル  
基礎会話レベル

最終学歴  
高等学校卒

現在のビザ  
日本での就労許可が必要です

### 募集要項

You will be responsible for formulating and executing QA strategies for the HR Product Development Department, with a focus on process improvement from upstream to downstream.

- Management of the QA organisation, including recruitment and training (location: Japan)
  - Establishment and promotion of a development process improvement team for quality assurance
  - Collection, measurement, analysis, and consideration of countermeasures for defect data using metrics for continuous quality improvement
  - Standardisation or process improvement of development and testing processes
  - Improvement and promotion of shift left and AI-enabled quality assurance processes
  - Establishment of quality strategies appropriate for an HR organisation and negotiation with stakeholders
- 

## スキル・資格

### Required Skills and Experience

- 3+ years organisational management experience
- Experience managing teams of 5 or more members
- Experience in developing and implementing test strategies with an awareness of QCD (Quality Cost Delivery)
- QA experience for HR or similar Product Development
- Experience in negotiating with stakeholders (PdM side, development side), including the business side
- Collection, measurement, analysis, and consideration of countermeasures for defect data for continuous quality improvement
- Standardisation of development processes/testing processes
- 3+ years of development experience, or 3+ years of experience in test automation using 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 centred on shift left

### Language Requirements

- Japanese language skills: Basic
  - English language skills: Business level (TOEIC 700 points or equivalent)
    - For meetings conducted in Japanese, an interpreter will be provided.
- 

## 会社説明