CareerCross by JAC Recruitment

Givery

(HR Tech) UI/UX Design Lead

募集職種

採用企業名
株式会社ギブリー

求人ID
1555421

部署名
HR Tech

業種
インターネット・Webサービス

外国人の割合
外国人 多数

雇用形態
正社員

勤務地
東京都 23区, 渋谷区

最寄駅
山手線、 渋谷駅

給与
800万円 ~ 1000万円

更新日
2025年08月19日 10:21

応募必要条件

職務経験
6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: 常時英語)

日本語レベル
無し

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

♦ About Senior UX/UI Designer

▼ Overview

Givery is building the missing link that helps companies scout, hire, and train world-class engineers. Headquartered in Tokyo and privately owned, we're a profitable company trusted by some of the biggest names in the Japanese tech and gaming industry. Our diverse and globally distributed team is growing—and we're looking for a UI/UX Design Lead to help us evolve Track, our platform for assessing and developing software engineering skills.

▼ **About the Role**

As our UI/UX Design Lead, you'll wear two hats: team leader and hands-on designer. You'll lead a small team of designers, coaching and mentoring them to do their best work while driving design excellence across the product. You'll help shape and maintain our design standards and processes, build team capabilities, and ensure design remains a strategic force in our product development.

This role is ideal for someone who's passionate about great design, enjoys growing people and teams, and thrives in a collaborative, cross-functional environment.

What You'll Do

▼ **Design Leadership**

- Lead, coach, and inspire a team of 5 designers working across multiple product areas.
- Conduct regular 1-on-1s, provide feedback, and support career growth through mentorship and skill development.
- Build out design team processes, including best practices, design critiques, and a shared skill matrix.
- Advocate for design quality and consistency, ensuring our user experience is intuitive, accessible, and scalable.
- Partner with product managers, engineers, and other stakeholders to align design work with strategic goals.

▼ **Hands-On Design**

- Take an active role in design work—from discovery and research through to wireframes, mockups, and high-fidelity prototypes.
- Conduct user research and usability testing to validate and improve design decisions.
- Collaborate closely with developers to ensure smooth implementation of designs.
- Help evolve and maintain our design systems and style guides.

◆ **The Attractiveness of the Position**

Work-life balance

We encourages team members to have other activities and responsibilities in life, the average engineer works 40 hours a week. We have flex time, maternity/paternity leave, etc which is something a lot of our proud new parents really appreciate.

Choose where you work (from within Japan)

We are set up for remote work, but you are more than welcome to come to our modern office in Shibuya, Tokyo.

International environment

We have people from all corners of the world working together to build the best products possible. Most members use English day to day, but the perfect candidate will be able to navigate and negotiate our international work environment and smooth the transition to a more global team for local colleagues.
We are very proud of what Givery has become. The incredibly low turnover rate of our technology team proves that Givery fosters a work culture that is both very supportive and welcoming. We are sure, once you meet the team, you will feel it too!

Competitive salary and growth
At Givery, we prioritize each individual's professional growth and ensure that everyone's efforts are seriously recognized and thoroughly evaluated. We provide assessments based on abilities, complemented by competitive salaries that recognize and reward your skills and contributions.

◆ **PC Spec**

Mac or Windows - you can pick your machine and we'll have it ready for you on your first day.

◆ **Benefit**

- Health Insurance
- Transportation allowance (up to 30,000 yen per month)
- Family allowance (10,000 yen per month per dependent child up to age 18)
- In-house bar, free drinks

◆ **Vacations**

- Two days off per week (Saturday and Sunday)
- Japanese national holidays
- Paid holiday: 10 days (first year) *Number of paid holidays increases (+1 day) every year up to 20 days a year.

♦ **Selection Process**

Generally we are able to move pretty fast from the time someone applies and we send an offer, so it's up to the candidate's schedule.

Here are the steps:

1) A 30-60 minute casual chat
2) Team interview (usually 2 rounds over 1 hours 35minutes with people you'll work with)
3) Management interview
4) Offer!

スキル・資格

【Must have】

- 5+ years of experience in UI/UX design
- 1+ year in a leadership role - design lead, team lead, design manager, etc
- A strong portfolio that demonstrates both hands-on design expertise and team impact.
- Experience designing complex web applications with a strong focus on usability and scalability
- Strong communication and collaboration skills; you can give and receive feedback constructively and work effectively across teams
- Experience building or contributing to design systems and frameworks

【Nice-to-have】

- 7+ years of experience in UI/UX design
- Experience as Creative Director or similar role, leading a company's design initiatives
- 2+ years in a people management role with the ability to lead and grow your team autonomously
- Strong Proficiency in Japanese

【Langeage】

- English: Business level
  Japanese: Not Required (But a real bonus!)

【Precautions】

- If you reside abroad and are hired, you will need to relocate to Japan.
- You need either a diploma or more than 10 years of engineering experience are required to get a visa.
- In addition to visa support, one-way airfare will be provided.

会社説明