

Senior Manager QA

募集職種

人材紹介会社
株式会社ネックサス

求人ID
1609238

業種
ソフトウエア

雇用形態
正社員

勤務地
東京都 23区

給与
経験考慮の上、応相談

更新日
2026年11月16日 06:00

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

日本語レベル
ビジネス会話レベル

最終学歴
大学卒： 学士号

現在のビザ
日本での就労許可が必要です

募集要項

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 (SIers) 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

スキル・資格

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
- Business Level Japanese

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

会社説明