nextmove

Engineering Manager @ Major Japan's E-Commerce

International, good WLB, good salary

Job Information

Recruiter
Next Move K.K.

Hiring Company
One of Japan's Top E-Commerce Companies

Job ID
1501424

Industry
Internet, Web Services

Company Type
Large Company (more than 300 employees)

Non-Japanese Ratio
About half Japanese

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Minato-ku

Salary
12 million yen ~ 20 million yen

Salary Bonuses
Bonuses paid on top of indicated salary.

Refreshed
April 17th, 2026 06:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Business Level

Minimum Education Level
Bachelor's Degree

Visa Status
No permission to work in Japan required

Job Description

[Company Details]
One of Japan's largest and growing e-commerce sites.
Good work life balance + international environment + above-market rate salary

[Location]
Hybrid, 2 days from the office.
Office is located in Minato-ku, Tokyo

[Job Type]
Full-time, permanent

[Salary range]
10 million yen ~ 15 million yen (mid-level to senior)

[Job Content]
-Leading projects related to payments
-Building a strong engineering organization through recruitment and training
-Supporting engineers' growth and career development (goal setting, evaluation, feedback)
-Assign engineers appropriately based on individual growth and the company's situation
-Discuss the validity of technical choices with CTOs and tech leads, and contribute to the correct technological growth of organizations and individuals.
-Collaborate with product managers and tech leads to ensure product success

[会社詳細]
日本最大規模で成長を続けるeコマースサイトのひとつ。
ワークライフバランス良好、国際的な環境、市場水準を上回る給与

[場所]
ハイブリッド、オフィスから2日。
オフィスは東京都港区にあります。

[職種]
フルタイム、正社員

[給与範囲]
1,000万円〜1,500万円（中堅〜シニア）

[仕事内容]
-決済に関わるプロジェクトの主導
-採用・研修を通じた強固なエンジニアリング組織の構築
-エンジニアの成長とキャリア開発のサポート（目標設定、評価、フィードバック）
-個人の成長と会社の状況を踏まえたエンジニアの適切な配置
-CTOや技術リーダーと技術的な選択の妥当性を議論し、組織と個人の正しい技術的成長に貢献する。
-プロダクトマネージャーや技術リーダーと連携し、製品の成功を確実にする

Required Skills

[Required Skills]
-Engineering manager experience (1+ years)
-Project management experience
-High communication skills, including interdepartmental coordination and mentoring of engineers
-Development experience in technical areas such as backend and infrastructure
-Experience with development in cloud environments using AWS or GCP

[必須スキル]
-エンジニアリングマネージャーの経験（1以上）
-プロジェクト管理の経験
-部門間の調整やエンジニアの指導を含む高いコミュニケーションスキル
-バックエンドやインフラストラクチャなどの技術分野での開発経験
-AWSまたはGCPを使用したクラウド環境での開発経験

Company Description