



AI Engineering Manager

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Job Information

Recruiter

Next Move K.K.

Hiring Company

Cogent Labs

Job ID

1502530

Industry

Software

Company Type

Small/Medium Company (300 employees or less)

Non-Japanese Ratio

About half Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience ~ 17 million yen

Refreshed

February 18th, 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

Associate Degree/Diploma

Visa Status

Permission to work in Japan required

Job Description

Job Responsibilities:

- **Leadership & Team Empowerment:** Lead, mentor, and manage a diverse, high-performing team of engineers, scientists, and researchers. Foster a culture of collaboration, innovation, and growth within the team.
- **Cross-Functional Collaboration:** Work closely with product, data science, and engineering teams to drive alignment on the AI product roadmap and ensure successful delivery of business outcomes.

- **AI Model Development & Deployment:** Oversee the end-to-end development lifecycle of AI models, including data collection, labeling, model development, experimentation, training, testing, and deployment into production environments.
- **Best Engineering Practices:** Ensure that best practices in coding and engineering are maintained, prioritizing a robust, scalable, and efficient codebase.
- **Pipeline & Experiment Management:** Develop, maintain, and optimize AI model training pipelines and experiment tracking systems. Ensure the seamless flow of data through the system and timely feedback on model performance.
- **Operational Excellence:** Manage the deployment, scaling, and maintenance of AI models in production, working to ensure the systems are reliable, scalable, and continuously optimized.

Required Skills

Required Qualifications:

- 3+ years of experience in managing teams of engineers, scientists, or researchers, with a strong track record of driving successful AI projects.
- Hands-on experience in designing, implementing, and deploying machine learning models in production environments, with a focus on business applications.
- Strong communication and collaboration skills, with the ability to work effectively with cross-functional teams and business leaders.
- Proficiency in modern software engineering practices, including writing clean, maintainable, and well-documented code.

Desired Qualifications:

- Practical knowledge of MLOps principles and technologies (e.g., model versioning, deployment at scale, containerization, continuous integration/delivery).
- Familiarity with cloud platforms (e.g., AWS, Google Cloud) and container orchestration tools (e.g., Kubernetes, Docker).
- Experience with Python (e.g., FastAPI, PyTorch, and related libraries), and modern database systems (e.g., SQL, NoSQL).
- Experience in building and optimizing large-scale data pipelines and AI model training systems.
- Knowledge of the Japanese language is a plus.

Team Culture & Expectations:

- **Collaboration:** We emphasize teamwork, and engineers are expected to collaborate effectively across functions, sharing knowledge, and empowering each other.
- **Ownership & Accountability:** Engineers are encouraged to take ownership of their projects, ensuring successful delivery while being proactive about resolving challenges.
- **Innovation & Experimentation:** Engineers have the opportunity to experiment with new technologies and ideas, contributing to continuous innovation and improvements in our AI models and products.
- **Quality:** We maintain a high standard of code quality, always striving for excellence and continuous improvement. Engineers are expected to deliver reliable, high-performance solutions.
- **Customer-Focused:** We value both internal and external customers. Engineers should prioritize delivering value to end-users while also supporting colleagues and contributing to the broader company mission.

Company Description