SMART PARTNERS®
PRACTICAL CONSULTING

Full stack Engineer leader for major IBM MF project

NOT outsourcing direct FTE!

Job Information

Recruiter
Smart Partners K.K.

Job ID
1526724

Industry
Insurance

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
10 million yen ~ 15 million yen

Refreshed
October 28th, 2026 05:00

General Requirements

Minimum Experience Level
Over 10 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

Our client is looking for a highly experienced and **technically proficient Senior Full Stack Engineer** with leadership capabilities, particularly in **IBM Mainframe (MF) environments**. Here's what the ideal candidate would look like:

Technical Expertise

- **Strong IBM Mainframe (MF) knowledge** – The role involves leading a **system migration** and transitioning applications running on **IBM MF**.
- **Mainframe Modernization Experience** – Since the project includes migrating applications from **IBM MF**, they need someone experienced with **legacy system modernization** and possibly **cloud migration or distributed systems**.
- **Full Stack Development Skills** – While the focus is on IBM MF, the candidate should have **broad development skills**, likely involving **COBOL, JCL, DB2, and modern full-stack technologies** .
- **Application & System Migration** – The candidate must have experience in **migrating enterprise applications** and dealing with **system dependencies (Billing, Claims, Front-End, etc.)** .

Leadership & Delivery Management

- **Primary Delivery Lead** – The candidate must have **strong project management and coordination skills** to ensure the **migration project** is delivered **on time and within scope** .
- **Building and Managing Teams** – After launch, they will **build and manage the IBM MF team** , requiring **team leadership, hiring, and mentoring experience**.
- **Cross-Domain Collaboration** – The role requires working with multiple domains (**Billing, Claims, Front-End, etc.**), so the candidate needs **excellent stakeholder management and cross-functional collaboration skills** .

Required Skills

Soft Skills & Business Acumen

- **Strategic Thinker** – Since this is a **major migration project**, the candidate must understand **business impacts, risk management, and long-term tech strategy**.
- **Problem-Solving & Adaptability** – Leading IBM MF migration will come with **technical and organizational challenges**.
- **Strong Communication Skills** – They need to **work across teams**, explain **technical decisions**, and **align stakeholders**.

Overall Candidate Profile

- **Experienced IBM Mainframe Engineer** (COBOL, DB2, JCL, CICS).
- **Proven track record in system/application migration & modernization** .
- **Strong leadership and team management experience** .
- **Ability to manage cross-domain collaboration (Billing, Claims, etc.).**
- **Delivery-focused with excellent problem-solving and strategic thinking** .

Our client is looking for **someone with 10+ years of experience** in **IBM MF systems** and **enterprise-level migrations**. A candidate with **both hands-on technical skills and leadership capabilities** will be a strong fit.

Company Description