

Full stack Engineer leader for major IBM MF project

NOT outsourcing direct FTE!

Job Information

Recruiter

Smart Partners

Job ID

1526724

Industry

Insurance

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 15 million yen

Refreshed

November 26th, 2025 13:01

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