



Engineering Manager with JLPT N3 level

English speaking role

Job Information

Recruiter

PROGRE Ltd

Hiring Company

Saas (Sales Tech) Startup Company

Job ID

1554586

Industry

Internet, Web Services

Company Type

Small/Medium Company (300 employees or less)

Non-Japanese Ratio

About half Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Shibuya-ku

Salary

8 million yen ~ 11 million yen

Work Hours

Flextime System (Core hours: 12:00-15:00)

Refreshed

August 9th, 2025 11:20

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level (Amount Used: English usage about 75%)

Minimum Japanese Level

Daily Conversation

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

Role Overview & Mission:

This role is for an Engineering Manager to lead a small team (~5 engineers) focused on delivering a brand-new product. The

company is looking for someone who can optimize **team performance, people management, and development processes**, while contributing technically when needed.

Team Structure & Focus:

- You will manage a cross-functional product squad of ~5 engineers.
- A dedicated **Tech Lead** owns architecture and technical decisions.
- Your focus will be on **people, process, velocity**, and **cross-functional alignment**.

Key Responsibilities:

- **Team Building & Hiring:** Define hiring needs, run interviews, onboard new engineers.
- **Performance & Growth Management:** Conduct regular 1:1s, set goals (OKRs/KPIs), provide feedback, and support career development.
- **Culture & Process:** Foster an inclusive and productive engineering culture; improve team workflows.
- **Cross-Functional Collaboration:** Liaise between engineering, product, design, and QA teams to remove blockers.
- **Technical Contribution:** Contribute hands-on to product development as needed (coach-level involvement).

Tech Stack:

- **Frontend:** Nuxt.js, TypeScript
- **Backend:** Node.js
- **Infrastructure:** AWS (Lambda, API Gateway, Aurora PostgreSQL), AWS CDK

Required Skills**Requirements:**

- **3+ years of experience managing engineering teams** (5+ members)
- **Hands-on experience in web application development**, including design, coding, and operations
- Proven ability to **drive clarity and delivery in ambiguous environments**
- Comfortable switching between **strategic leadership** and **hands-on support**
- **Conversational Japanese** and **fluent English** communication skills

Preferred Skills:

- Large-scale system or legacy refactor projects
- Modern engineering practices (DDD, TDD, Clean Architecture)
- Integrations with Salesforce or other SaaS platforms
- Managing multicultural, distributed teams

Company Description