



【Engineering Manager】 Japan & US - B2B2C Platform

Flex-work, 20+ days PTO, international

Job Information

Recruiter

SPOTTED K.K.

Hiring Company

Globally Expanding B2B2C Retail Platform

Job ID

1564335

Industry

Retail

Company Type

Small/Medium Company (300 employees or less) - International Company

Job Type

Permanent Full-time

Location

Japan

Salary

10 million yen ~ 15 million yen

Salary Bonuses

Bonuses paid on top of indicated salary.

Holidays

20

Refreshed

February 24th, 2026 16:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Associate Degree/Diploma

Visa Status

Permission to work in Japan required

Job Description

Join a globally expanding e-commerce company dedicated to extending the lifespan of devices such as smartphones and tablets. The company has built an end-to-end ecosystem with multiple in-house products serving both B2C and B2B customers, and is now developing new SaaS solutions powered by generative AI.

As a startup fully backed by a major global enterprise, they combine the speed and innovation of a startup with the financial stability of a large corporation - achieving strong revenue growth despite its young age and successfully expanding into the US market with a new office in New York.

Responsibilities

- Lead, mentor, and support engineers, fostering growth and productivity
- Manage initiatives across product development, sprints, releases, and operations
- Provide technical guidance to ensure smooth, high-quality delivery
- Build and scale the engineering organization, including recruitment and team policies
- Collaborate across teams to align on product strategy and execution

Why join

- Lead and shape a talented engineering team in a rapidly expanding product company
- Option to transfer internally to their New York office
- Highly competitive compensation and benefits
- Flexible working hours and hybrid work system
- 20+ days PTO per year + childcare, family care leave etc.

Required Skills

- 5+ years as an engineer or project manager, with 2+ years leading or mentoring teams (3+ members)
- Experience with consumer-facing services such as e-commerce, SaaS, or social platforms
- Knowledge of development ecosystems, including Git, CI/CD, DevOps, and software cycles
- Fluent Japanese skills (JLPT N1 or above)
- Experience leveraging AI tools like ChatGPT or Gemini to improve workflows

Preferred

- Programming in Go, Python, TypeScript
- Specialisation in areas like server-side, front-end, or data engineering
- Experience with WMS, vendor management, or production support teams
- Business-level English (TOEIC 800+)
- Experience in fast-growing startups or venture environments

Company Description