PROGRE

Engineering Manager for English speaker

Job Information

Recruiter
PROGRE Ltd

Hiring Company
Enterprise-size Fintech Company

Job ID
1572438

Industry
Internet, Web Services

Company Type
Large Company (more than 300 employees)

Non-Japanese Ratio
About half Japanese

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Minato-ku

Salary
9 million yen ~ 15 million yen

Work Hours
9:30 - 18:30

Refreshed
February 11th, 2026 07:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Mid Career

Minimum English Level
Business Level (Amount Used: English Only)

Minimum Japanese Level
Basic

Minimum Education Level
Technical/Vocational College

Visa Status
Permission to work in Japan required

Job Description

By organizing complex system logic, addressing technical debt, and documenting our knowledge, we aim to create a reliable, maintainable, and future-ready platform that delivers consistent value for both developers and end-users.

This Engineering Manager who can balance people leadership, delivery ownership, and technical direction while working closely with the team in an Agile environment.

In this role, you will guide Agile execution, align stakeholders, and support engineers through coaching, feedback, and clear prioritization.

Responsibilities and Duties

- Build and develop a high-performing engineering team by improving both delivery quality and productivity through clear goals, healthy processes, and strong collaboration.
- Own people management for the team, including coaching, career development, performance evaluation, and hiring, within a global and diverse engineering organization.
- Take accountability for delivery and execution across projects in collaboration with Product Managers, Tech Leads, and business stakeholders.
- Guide Agile execution at the team level, ensuring planning, prioritization, and progress tracking support predictable and sustainable delivery.
- Act as a key communication bridge between engineering, product, and business teams to align priorities, manage expectations, and maintain transparency.
- Support technical direction and quality by working closely with Tech Leads and senior engineers, participating in design discussions and reviews as needed.
- Monitor team health, delivery metrics, and risks using tools such as Jira, and drive continuous improvement in both processes and outcomes.
- Contribute to mid- to long-term planning by aligning team goals with broader platform and organizational strategy.

Technology Stack

- Language: Go, Java
- Database: MySQL, DynamoDB, Redis
- Infrastructure/Middleware: Terraform, Kubernetes, AWS (EKS, ECR, RDS, S3, SQS, SNS, etc…), GCP, Docker, Kafka, NginX, Consul

Required Skills

Required Skills and Experience

- 5+ years of professional experience as a software engineer, with sufficient technical depth to guide design discussions and evaluate engineering quality.
- Proven experience managing engineers (typically 5+), including coaching, performance evaluation, and hiring.
- Experience leading or managing development teams in an Agile environment, with accountability for delivery outcomes and team health.
- Experience collaborating with cross-functional stakeholders such as Product Managers, designers, and business teams to drive projects forward.
- Experience working with globally distributed or multinational engineering teams, including communication and coordination in English.
- Solid understanding of backend systems, software architecture, and modern web or platform-based services (hands-on coding experience required in past roles).
- Strong ownership mindset, with the ability to prioritize, make decisions, and drive progress in fast-moving environments.

Preferred Skills and Experience

- Experience as a Tech Lead or Engineering Manager in an organization of 10+ engineers, including scaling teams and processes over time.
- Experience designing, developing, or operating cloud-based systems and microservices in a production environment.
- Familiarity with modern platform or backend architectures, including distributed systems or event-driven designs.
- Experience improving services and teams over a long lifecycle, including modernization, refactoring, or operational stability improvements.
- Experience conducting and receiving code reviews, with the ability to guide engineering quality without micromanagement.
- Experience in people evaluation, talent development, and addressing organizational or team-level challenges.
- Experience working in a multi-national, cross-timezone team environment.
- Experience speaking at, organizing, or contributing to internal or external tech talks, study sessions, or engineering communities.
- Exposure to AI-assisted development or productivity tools (e.g., AI coding assistants, internal AI tools), and interest in leveraging AI to improve engineering efficiency.

Language Requirements

- Business level English
- (Nice to have) Conversational or business level Japanese.

Company Description