



Senior Engineering Manager

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

10 million yen ~ 20 million yen

Work Hours

9:30 - 18:30

Refreshed

April 8th, 2026 06:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

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

Minimum Japanese Level

Daily Conversation

Minimum Education Level

Technical/Vocational College

Visa Status

Permission to work in Japan required

Job Description

The Sr. Engineering Manager is responsible for the overall performance, delivery, and operational excellence of the engineering organization. This role bridges business objectives and engineering execution, ensuring teams deliver high-quality products on time and within budget while meeting customer and regulatory requirements.

The Sr. Engineering Manager owns engineering delivery, staffing, cost management, and execution strategy, working closely with Product, Sales, and the CTO to align technology execution with business goals. This role has strong people leadership

and operational accountability, with a focus on predictable delivery, efficiency, and customer satisfaction.

Key Responsibilities

1. Engineering Operations, Delivery & Execution

- Own engineering delivery and operational performance across multiple teams and large, multi-project initiatives (programs)
- Define and execute engineering operational strategy aligned with business objectives
- Ensure projects are delivered on time, within scope, budget, and quality expectations
- Ensure delivery quality, reliability, and client satisfaction across all engineering engagements

2. Organization Management

- Lead and manage engineering managers and department heads, ensuring clear ownership and accountability
- Drive performance management, coaching, and professional development for engineering leadership
- Design and evolve engineering organizational structure to support growth and delivery needs
- Foster a culture of accountability, ownership, and continuous improvement
- Ensure sustainable team operations and healthy delivery cadence

3. People & Performance Management

- Own staffing strategy including headcount planning, hiring approvals, onboarding, and team allocation
- Manage workforce planning to balance delivery demand, utilization, and long-term capability growth
- Partner with the CTO to align hiring plans with technical skill requirements and platform needs
- Support talent retention through career development planning and performance evaluation

4. Business, Budget, Risk & Stakeholder Management

- Manage engineering budgets, utilization, vendor contracts, and operational costs
- Align engineering execution with customer needs, product priorities, and business goals
- Manage commercial relationships with vendors and delivery partners
- Identify and mitigate delivery, operational, and business risks
- Ensure compliance with contractual, regulatory, and organizational requirements
- Collaborate closely with Product, Sales, Operations, and the CTO to ensure execution feasibility

Required Skills

Required Qualifications

- 10+ years of experience in software engineering, with at least 4–6 years in engineering management or delivery leadership roles
- Proven experience managing multiple engineering teams or large-scale delivery programs
- Proven experience managing organizations of approximately 25-30 engineers, including multiple teams or managers
- Proven experience working on Enterprise SaaS applications, platforms and web applications.
- Strong understanding of software development lifecycles, agile delivery, and engineering operations
- Familiarity with cloud platforms, modern DevOps practices, and delivery automation, including hands on experience working with AWS.
- Prior experience collaborating closely with a CTO or architecture leadership role
- Demonstrated experience with budget management, cost control, and resource planning
- Excellent people management skills, including performance management, mentoring, and organizational design
- Strong stakeholder management skills with the ability to balance business, customer, and engineering needs
- Experience working closely with Product, Sales, QA, Security, and Operations teams
- Ability to make data-driven decisions using delivery, utilization, and quality metrics
- Excellent communication skills with the ability to align executive leadership and delivery teams
- Experience managing offshore, nearshore, or distributed engineering teams
- Conversational-level Japanese language ability (able to participate in meetings and basic business discussions)

Good to have

- Experience in regulated or compliance-driven environments (finance, healthcare, enterprise SaaS, etc.)
- Background in scaling engineering organizations in high-growth environments
- Business-level Japanese proficiency (able to lead discussions, client-negotiations, and documentation in Japanese)
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Language Requirements

- Japanese: Conversational Level required
- English: Business level

Company Description