Senior Engineering Manager SMB Product Development Division

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
8 million yen ~ 15 million yen

Work Hours
9:30 - 18:30

Refreshed
November 18th, 2026 04:00

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 Level

Minimum Education Level
Technical/Vocational College

Visa Status
Permission to work in Japan required

Job Description

Responsibilities and Duties

As a Senior Engineering Manager, you will lead a highly diverse, global development organization. You will partner closely with Product Managers (PdMs), Agile Coaches, and executive leadership to drive the growth of our products, engineering culture, and business.

- Organizational

Growth & Scaling: Recruit, evaluate, mentor, and retain top engineering talent within a cross-border, multi-location global team.

- Strategic Planning:

Align technical roadmaps with business strategies to ensure the continuous and disruptive growth of our systems.

- Stakeholder & Resource Management:

Balance engineering resources, manage stakeholder expectations, and drive alignment to execute complex product roadmaps.

- Technical Leadership:

Champion future-proof architectures, systematically address technical debt, and foster engineering excellence.

- Division-Level Impact:

Propose and execute organizational strategies that elevate the performance of the broader SMB Product Development Division, looking beyond just your immediate team.

Expected Role and Career Path

- Onboarding Phase:

Initially, you will step into a leadership role managing an engineering team within one of our SMB product areas. This hands-on phase allows you to deeply understand our architecture, build relationships with stakeholders, and master our operational frameworks before expanding your scope.

- Growth Phase:

You will be trusted with mission-critical organizational and product goals—identifying bottlenecks in people, processes, or systems, and resolving them autonomously across broader teams.

- Future Trajectory:

We view this role as a pipeline for executive engineering leadership. Successful leaders in this position are expected to fast-track into Deputy Division Manager or Division Manager roles.

Why This Position is Compelling

- Scale a Flagship Suite:

You will lead the engineering efforts behind Money Forward’s most profitable and high-traffic product suite. Balancing rapid feature iteration with enterprise-grade stability is a high-level challenge rarely found elsewhere.

- Drive the AI Revolution:

Under our corporate AI Vision, we are focusing on integrating AI agents and LLMs to redefine automated workflows. We are looking for leaders who think holistically about AI beyond basic code generation. You will be responsible for restructuring working styles and engineering processes to maximize the strategic benefit of AI agents, leading your teams through a historic technological pivot that transforms both our product capabilities and how we build them. You will lead teams through a historic technological pivot.

- Unrivaled Global Culture:

Over 50% of our engineering organization is international. You will hone your cross-cultural leadership skills in a genuinely global environment, making your management profile highly competitive on an international scale.

Required Skills

Required Skills and Experience

- Organizational Management:

Proven track record of improving operational processes, structuring engineering teams, and optimizing organizational performance.

- People Management :

Strong experience in engineering mentorship, career pathing, performance evaluations, and driving technical recruitment from requirement definition to closing.

- Stakeholder Alignment:

Experience collaborating with Product Managers and managing expectations with senior or executive leadership.

- Technical Background:

Solid foundational experience in Web Application Development, architecture design, and a strong capability to engage in deep

technical discussions with Tech Leads.

Preferred Skills and Experience

- Experience managing engineering organizations of several dozen members.
- Experience managing international, multi-national or remote-first teams.
- Experience with financial systems, ERP software, or complex B2B SaaS architectures.
- A proven track record of successfully refactoring monolithic architectures or systematically reducing complex technical debt.
- Familiarity with leveraging AI tools to optimize internal development velocities or embedding AI/ML capabilities into software products.
- Experience or familiarity with our core technology stack, particularly Ruby, Go, and/or Kotlin.

Language Requirements

- Japanese: Basic JLPT N4-N5 level
- English: Business Level (equivalent to TOEIC 800 or above)
  * Note: If you do not have a TOEIC 800+ score, you will be asked to take a company-specified test during the selection process (typically after the first interview).

Company Description