Staff Engineer

年俸3,500万円、ストックオプション、日本における最初のエンジニア

Job Information

Recruiter
Build Plus K.K.

Hiring Company
Client via Build+

Job ID
1616575

Industry
Internet, Web Services

Company Type
Large Company (more than 300 employees) - International Company

Non-Japanese Ratio
Majority Non-Japanese

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
20 million yen ~ 40 million yen

Refreshed
November 20th, 2026 02:00

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
Business Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

Company Description

The client is an established international technology company with a large digital product, strong financial foundations, and an engineering environment that gives senior ICs meaningful room to influence what gets built and how.

This is a hybrid role with a compensation package up to 40M JPY / annum. At least a business level proficiency in Japanese

and English is required.

Build+ is the only recruitment agency working on this position.

Position Description

You will own substantial product and engineering work from technical design through production, contributing across different areas of the codebase as required. The scope is deliberately broad: solving difficult engineering problems, making technical decisions, and working directly with both technical and non-technical stakeholders. This is a senior individual contributor role with significant autonomy and product influence.

Ideal Candidate

• 6+ years of professional software engineering experience building production applications

• Strong engineering fundamentals and comfortable contributing beyond a single technical specialty

• Experience independently owning complex technical work from design through delivery

• Business-level or stronger Japanese and professional English

Why Me?

+ Compensation: Up to 40M JPY annual salary

+ Ownership: Unusually broad scope and decision-making authority for a hands-on engineer

+ Flexibility: Hybrid working environment with a high degree of autonomy

+ Product: Work on technically challenging problems within an established large-scale product

Required Skills

Python

Company Description