# 【小売り大手】IT・プロダクト開発統括責任者｜年収3000万〜

**技術戦略からAI活用、組織構築までを主導し、グローバル事業の成長を牽引**

## Job Information

**Recruiter**
Morgan McKinley

**Job ID**
1618667

**Industry**
Bank, Trust Bank

**Job Type**
Permanent Full-time

**Location**
Tokyo - 23 Wards

**Salary**
Negotiable, based on experience

**Refreshed**
October 20th, 2026 12:00

## General Requirements

**Minimum Experience Level**
Over 10 years

**Career Level**
Mid Career

**Minimum English Level**
Fluent Level

**Minimum Japanese Level**
Fluent Level

**Minimum Education Level**
Bachelor's Degree

**Visa Status**
Permission to work in Japan required

## Job Description

実店舗・ECともに成長中のグローバル企業にて、テクノロジー戦略とプロダクト開発を統括するエグゼクティブポジションです。

技術投資の方向性からプロダクト戦略、システム基盤の刷新、AI活用までを主導し、事業成長と顧客体験の向上を推進していただきます。

経営視点で重要な意思決定を担いながら、アーキテクチャ設計やエンジニアリングにも深く関与できる点が特徴です。グローバルな技術リソースを活用し、組織とプロダクトの両面から事業の成長基盤を構築できます。

主な職務内容

- 事業成長、顧客体験、業務効率を見据えたテクノロジー戦略・プロダクトロードマップ・エンジニアリング戦略の策定と実行

- アーキテクチャ設計、バックエンド開発、クラウド基盤、稼働中システムの課題解決への直接的な関与と、重要な技術・プロダクト上の意思決定
- 既存システムの刷新と、複数国の小売・EC事業を支えるスケーラブルなクラウドネイティブ基盤の構築
- AI・機械学習・LLMを活用した顧客向けプロダクトや社内業務の高度化・自動化
- エンジニアリング・プロダクト組織の構築と強化、リーダー層の採用、エンジニアの育成、開発プロセスの整備

An established **international retail and consumer business** is seeking an experienced **Head of Technology & Product Engineering** to lead its technology vision, product development strategy, and software engineering organization in Tokyo.

This executive leadership position combines **technology strategy, product engineering, hands-on software development, cloud architecture, and applied artificial intelligence (AI)** to drive business growth, enhance customer experiences, and improve operational efficiency across multiple international markets.

You will take ownership of the company's **technology roadmap, product strategy, and engineering direction**, ensuring that technology investments align with commercial objectives and long-term business priorities.

Unlike a purely strategic leadership role, this position requires a **hands-on technology executive** who can make critical architectural decisions, contribute to backend engineering, resolve complex production issues, and guide engineering teams through large-scale technology transformation.

You will lead the modernization of **legacy platforms, cloud-native systems, and e-commerce technology infrastructure**, while introducing practical **AI, machine learning (ML), large language models (LLMs), and automation solutions** into customer-facing products and internal operations.

This opportunity is ideal for experienced technology leaders with a strong background in **Software Engineering Leadership, Product Development, Cloud Infrastructure, AI Engineering, and Digital Transformation**, who want to shape technology strategy within a global retail and e-commerce organization.

Key Responsibilities

- Define and execute the company's **technology vision, product roadmap, and software engineering strategy**, aligning technical investments with business growth and customer experience objectives.
- Lead strategic technology decisions covering **product development, software architecture, engineering operations, and infrastructure modernization**.
- Remain actively involved in **backend engineering, system architecture, cloud infrastructure, and production-level technical problem-solving**.
- Drive the modernization of **legacy applications and enterprise technology platforms** to improve scalability, reliability, and performance.
- Design and develop **cloud-native, distributed systems** supporting international retail and e-commerce operations.
- Oversee the development and optimization of **APIs, databases, event-driven architectures, and backend services**.
- Identify and implement opportunities to apply **artificial intelligence, machine learning, and LLM-powered applications** across digital products and business processes.
- Lead the delivery of **AI-enabled solutions and automation capabilities** into production environments.
- Establish scalable engineering practices covering **CI/CD, containerization, Kubernetes, cloud infrastructure, and infrastructure automation**.
- Partner with business and product stakeholders to translate commercial objectives into measurable technology outcomes.
- Build and develop a **high-performing software engineering and product organization**.
- Recruit and mentor engineering leaders, managers, and technical specialists.
- Establish effective **software development processes, engineering standards, and technical governance practices**.
- Collaborate with global engineering teams to leverage shared technology platforms and international technical expertise.
- Support technology initiatives across multiple markets, ensuring systems can scale with business expansion.
- Evaluate technology investments, architectural trade-offs, and product priorities to maximize long-term business value.

## Required Skills

**必須条件 経験・資格：**

- プロダクト主導型企業を中心としたソフトウェアエンジニアリング経験12年以上
- 事業上重要な本番システムの構築・運用実績
- エンジニアリングチームのマネジメントとマネージャー育成の経験、およびアーキテクチャ設計・本番環境の開発に直接関与できる技術力
- Java / Spring Boot、または同等のモダンな技術スタックによるバックエンド開発の専門性
- 分散システム、API、データベース、イベント駆動型アーキテクチャに関する知識・経験
- AWS、GCP、Azureなどのクラウドネイティブ基盤、コンテナ、Kubernetes、CI/CD、インフラ自動化に関する実践的な経験
- AI・機械学習・LLMを活用したシステムの本番環境への導入実績

- 技術的な意思決定を測定可能な事業成果に結びつけるプロダクト判断力

**ソフトスキル：**
- 複雑な事業課題を明確な技術的優先事項に落とし込む戦略的思考力
- 経営層への提言や、グローバルな部門横断チームとの協働を推進するコミュニケーション・リーダーシップ能力
- 不確実な環境でも主体的に課題を解決し、適切なトレードオフを判断できる能力
- 周囲の能力を引き出し、組織全体の成長を促す力

**語学力：**
- **日本語：**流暢
- **英語：**流暢

**歓迎条件**
- 小売・EC領域におけるデジタルプロダクトや業務システムの開発・運用経験
- 複数の国・地域にまたがるエンジニアリング組織の構築・運営経験
- プロダクトマネジメントや顧客体験（UX）の改善を推進した経験

**採用企業について**
日系小売り大手。

世界各地に**実店舗を持ち、デジタルコマース事業も成長を続けています。**

**現在は**顧客体験と業務パフォーマンスのさらなる向上を目指し、最新のテクノロジー基盤、データ活用、AIを活用したイノベーションへの投資を進めています。

グローバルな技術組織を通じて、海外のエンジニアリング人材や共通プラットフォームを活用し、各地域のテクノロジー戦略にも影響を与えられる環境です。

**この求人がおすすめの理由**
- **経営戦略への影響力：** プロダクトの方向性から技術戦略、アーキテクチャ上の重要な意思決定まで主導できる
- **変革と組織構築：** 既存システムの刷新、AI活用の推進、高いパフォーマンスを発揮するエンジニアリング組織の構築を担える
- **グローバルな事業インパクト：** 各国のチームや経営層と連携し、長期的な成長を支えるプロダクト・プラットフォームを構築できる
- **年収3,000万円〜応相談の高報酬ポジション**

Required Skills and Qualifications **Experience:**
- **12+ years of professional software engineering experience**, primarily within product-led organizations.
- Proven experience building, deploying, and operating **business-critical production software systems**.
- Strong track record of **leading software engineering teams, developing engineering managers, and building high-performing technical organizations**.
- Demonstrated ability to remain **hands-on with software architecture and production-level engineering** while holding senior leadership responsibilities.
- Advanced backend engineering expertise in **Java, Spring Boot, or an equivalent modern technology stack**.
- Strong technical knowledge of **distributed systems, APIs, databases, and event-driven architectures**.
- Extensive practical experience with **cloud-native infrastructure**, including AWS, Google Cloud Platform (GCP), or Microsoft Azure.
- Experience implementing **containerization, Kubernetes, CI/CD pipelines, and infrastructure automation**.
- Proven experience delivering **AI, machine learning, or large language model (LLM)-powered systems into production**.
- Strong understanding of **product development, technical architecture, and engineering strategy**.
- Ability to connect technology investments and architectural decisions to measurable business outcomes.
- Bachelor's degree.

**Soft Skills:**
- Exceptional **strategic thinking and technology leadership capabilities**.
- Ability to translate complex business objectives into clear **technical priorities, product roadmaps, and engineering initiatives**.
- Strong **executive communication, stakeholder management, and influencing skills**.
- Proven ability to collaborate with **international, cross-functional engineering and business teams**.
- Hands-on leadership style with a strong **ownership mindset and problem-solving approach**.
- Ability to make sound technical and commercial trade-offs in complex or ambiguous environments.
- Strong mentoring, coaching, and organizational development capabilities.
- Excellent analytical thinking, decision-making, and prioritization skills.
- Ability to balance **long-term technology strategy with hands-on engineering execution**.
- Collaborative and adaptable mindset suited to a growing international technology organization.

**Language Requirements:**
- Japanese: Fluent
- English: Fluent

Preferred Skills & Qualifications
- Experience serving as a **Head of Engineering, VP of Engineering, CTO, Head of Technology, or senior technology executive**.
- Background in **retail, e-commerce, consumer technology, digital commerce, or international product-led businesses**.
- Experience modernizing **legacy platforms and large-scale enterprise applications**.
- Expertise in designing **scalable cloud-native architectures and high-availability distributed systems**.
- Experience delivering **generative AI, LLM-based applications, AI automation, or machine learning solutions** into production.
- Strong understanding of **modern software engineering practices, DevOps, platform engineering, and cloud infrastructure optimization**.
- Experience leading technology organizations across multiple countries or regions.

- Proven success building **engineering leadership teams and scalable product development organizations** .
- Experience balancing **product strategy, customer experience, engineering execution, and business performance**.
- Interest in applying emerging technologies to **digital retail innovation and global e-commerce transformation** .

About the Company
Morgan McKinley is partnering with an **established international consumer and retail business** with a strong physical retail presence and an expanding digital commerce operation across multiple markets.

The organization operates in a competitive global consumer market and is investing in **modern technology platforms, software engineering capabilities, data infrastructure, and artificial intelligence** to improve customer experiences and operational performance.

Its technology transformation strategy focuses on modernizing existing platforms, building scalable digital products, and leveraging **cloud-native technologies, AI-driven innovation, and data-enabled business solutions** .

The company's global technology organization provides access to **international engineering talent, shared technology platforms, and cross-regional collaboration opportunities**.

This position offers a unique opportunity to shape the company's **product engineering strategy, technology architecture, and long-term digital transformation roadmap** while working closely with senior leadership across international markets.

Why You'll Love Working Here
- Take on an **executive technology leadership position** with ownership of both product direction and engineering strategy.
- Shape the company's **long-term technology vision, software architecture, and product roadmap** .
- Work directly with **senior business leaders and global technology executives** to influence strategic priorities.
- Lead the modernization of **legacy technology platforms and large-scale cloud-native systems**.
- Drive the implementation of **AI, machine learning, generative AI, and LLM-powered applications** .
- Maintain a **hands-on engineering role** while leading strategic technology decisions.
- Build, mentor, and scale a **high-performing international engineering and product organization** .
- Collaborate with **global engineering teams and international technology specialists** .
- Influence technology initiatives across **multiple retail and e-commerce markets** .
- Lead the development of **scalable, reliable, and customer-focused digital products** .
- Enjoy significant **ownership, autonomy, and influence** over technology investment and architectural decisions.
- Contribute directly to **business growth, digital transformation, and customer experience innovation** .
- Advance your executive career in **Technology Leadership, Product Engineering, AI Engineering, Cloud Architecture, and Digital Commerce**.

## Company Description

Morgan McKinleyは国際的な人材コンサルティング会社として、さまざまな業界・分野をリードする採用企業様と、スペシャリストとしてのスキルを有する人材とを結びつけるお手伝いをしています。1988年の創立以来、Morgan McKinleyの名は、「卓越した質のサービス」「市場知識の豊富さ」「No.1企業であり続けようとする強い意志」、そして何よりも「実績」を体現する会社として知られています。

リクルーティング スペシャリストである弊社コンサルタントまでお気軽にお問い合わせください。