



Engineering Manager with JLPT N3 level

English speaking role
募集職種
人材紹介会社 株式会社PROGRE
採用企業名 Saas (Sales Tech) Startup Company
求人ID 1554586
業種 インターネット・Webサービス
会社の種類 中小企業 (従業員300名以下)
外国人の割合 外国人 半数
雇用形態 正社員
勤務地 東京都 23区, 渋谷区
給与 800万円 ~ 1100万円
勤務時間 Flextime System (Core hours: 12:00-15:00)
更新日 2025年09月20日 00:00
応募必要条件
職務経験 6年以上
キャリアレベル 中途経験者レベル
英語レベル ビジネス会話レベル (英語使用比率: 75%程度)
日本語レベル 日常会話レベル
最終学歴 高等学校卒
現在のビザ 日本での就労許可が必要です

募集要項

Role Overview & Mission:

This role is for an Engineering Manager to lead a small team (~5 engineers) focused on delivering a brand-new product. The

company is looking for someone who can optimize **team performance, people management, and development processes**, while contributing technically when needed.

Team Structure & Focus:

- You will manage a cross-functional product squad of ~5 engineers.
- A dedicated **Tech Lead** owns architecture and technical decisions.
- Your focus will be on **people, process, velocity**, and **cross-functional alignment**.

Key Responsibilities:

- **Team Building & Hiring:** Define hiring needs, run interviews, onboard new engineers.
- **Performance & Growth Management:** Conduct regular 1:1s, set goals (OKRs/KPIs), provide feedback, and support career development.
- **Culture & Process:** Foster an inclusive and productive engineering culture; improve team workflows.
- **Cross-Functional Collaboration:** Liaise between engineering, product, design, and QA teams to remove blockers.
- **Technical Contribution:** Contribute hands-on to product development as needed (coach-level involvement).

Tech Stack:

- **Frontend:** Nuxt.js, TypeScript
- **Backend:** Node.js
- **Infrastructure:** AWS (Lambda, API Gateway, Aurora PostgreSQL), AWS CDK

スキル・資格

Requirements:

- **3+ years of experience managing engineering teams** (5+ members)
- **Hands-on experience in web application development**, including design, coding, and operations
- Proven ability to **drive clarity and delivery in ambiguous environments**
- Comfortable switching between **strategic leadership** and **hands-on support**
- **Conversational Japanese** and **fluent English** communication skills

Preferred Skills:

- Large-scale system or legacy refactor projects
- Modern engineering practices (DDD, TDD, Clean Architecture)
- Integrations with Salesforce or other SaaS platforms
- Managing multicultural, distributed teams

会社説明