

# 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11月01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
- $\bullet$  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