



Engineering Manager Japan Residence only

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
1562232

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 少数

雇用形態
正社員

勤務地
東京都 23区, 千代田区

給与
800万円 ~ 1500万円

勤務時間
Flextime System (No Core hours)

更新日
2025年10月19日 09:59

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: 常時英語)

日本語レベル
無し

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

The core product is an **Employee Engagement Platform** designed to strengthen trust and communication within companies.

It serves as an internal social networking service that helps organizations build a culture of mutual trust and collaboration.

Currently, the platform is used by over **1,000 companies** ranging from small startups to large enterprises with 10,000+ employees.

As the product scales, we continue to enhance its functionality, improve performance, and introduce new features to deliver exceptional user experiences.

Looking forward, we are focusing on expanding our **mobile and front-end capabilities** and building a **diverse, international engineering organization** that can support our global ambitions.

Role Overview

Engineering Manager to **build and lead our first international engineering team from the ground up.**

You will play a key role in shaping a multicultural, globally minded engineering culture and scaling our organization during a period of rapid growth.

Key Responsibilities

- Build and manage the company's first international engineering team (from 0 → 1)
- Lead and mentor a multicultural team (1-on-1s, performance reviews, career development, etc.)
- Develop and execute hiring strategies for global engineers
- Design onboarding and support systems for international hires
- Foster global awareness and collaboration within the Japan-based engineering teams
- Solve both technical and organizational challenges as the team scales
- Contribute to long-term organizational productivity and growth (3–5 years horizon)

Team Structure

There are **30 members** led by the CTO, CPO and two Engineering Managers.

This role will be the **first dedicated manager** for the international engineering division.

Tech Stack:

- Backend Ruby 3.4 (一部3.3) (Ruby on Rails 8.1 (edge) (一部8.0))
- Frontend: TypeScript, React, Next.js
- Mobile: Swift, Kotlin
- DB: MySQL 8.0(Amazon Aurora for MySQL 3), PostgreSQL 15, Cloud Firestore
- Middleware: Elasticsearch, Redis
- Infrastructure: AWS, Google Cloud (一部), Docker, Sendgrid, Twilio, Imgix
- CI/CD: CircleCI, Cypress, Playwright

Work Style: Hybrid (3 days in office / week)

Work Hours: Flexible

Salary: Up to 15M JPY

スキル・資格

Required Qualifications

- 5+ years of experience as a software engineer
- Proven management experience in an international or multicultural engineering team (10+ members)
- Experience hiring, evaluating, and developing global engineering talent
- Strong communication skills in English (both written and spoken)

Preferred Qualifications

- Experience onboarding and supporting engineers from diverse backgrounds
- Background in SaaS product development or similar tech stack
- Experience managing teams in a scaling product organization
- Proven ability to identify and solve organizational challenges in multicultural settings

会社説明