Bilingual:【Engineering Manager】AI SaaS / Remote / Flex-Time

募集職種

人材紹介会社
株式会社SPOTTED

採用企業名
Globally Expanding AI SaaS Company // MarTech

求人ID
1582622

業種
ソフトウエア

会社の種類
大手企業 (300名を超える従業員数) - 外資系企業

雇用形態
正社員

勤務地
日本

給与
900万円 ~ 1300万円

更新日
2026年05月26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: 50％程度)

日本語レベル
ビジネス会話レベル

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

Note: Can be located near **Tokyo** or **Osaka** in a hybrid work style.

This company is a fast-growing AI SaaS business on a mission to transform how brands and consumers build meaningful, long-term relationships through human-like, AI-driven communication.

With products spanning marketing automation, voice AI, and customer engagement, it supports the full customer journey using large-scale proprietary data. Backed by rapid growth and strong funding, the company is expanding globally with a diverse, multicultural team.

Role Overview & Responsibilities

As an Engineering Manager, you'll play a pivotal role in scaling a high-impact engineering organization and directly shaping how the business grows. By building strong teams and enabling high-quality execution, you'll drive the delivery of products that power the company's continued expansion.

This role is all about amplifying impact - through people. You'll create an environment where engineers can thrive, move fast, and deliver meaningful results, while ensuring the organization scales sustainably.

Working closely with senior leadership, you'll influence hiring strategy, team development, and cross-functional execution, while guiding critical technical decisions that balance speed, quality, and long-term value. Your leadership will directly translate into stronger product delivery, better customer outcomes, and overall business success.

- Lead and grow engineering teams, driving high performance, engagement, and a sustainable delivery pace
- Coach and develop engineers through 1-on-1s, feedback, and clear growth plans
- Own and evolve hiring strategy, processes, and candidate experience to attract top talent
- Optimize resource allocation, budgets, and external partnerships for maximum impact
- Define and drive engineering OKRs, improving execution visibility and delivery reliability
- Enable smooth cross-team collaboration and proactively remove organizational bottlenecks
- Guide key technical decisions, balancing speed, scalability, quality, and cost
- Build a strong bilingual (Japanese/English) communication culture with clear documentation practices

スキル・資格

- Business-level proficiency in both Japanese and English (spoken and written)
- 5+ years of engineering management (people management) experience
- 5+ years of experience in web application or service development, with strong architectural understanding
- 3+ years of experience in hiring and recruitment processes
- Proven ability to improve team performance, engagement, and retention
- Strong communication skills with the ability to handle complex people and organizational challenges
- Track record of driving initiatives and delivering measurable business impact

Nice to Haves

- Experience leading multinational or distributed teams
- Experience operating at department level (OKRs, hiring KPIs, leveling frameworks)
- Experience managing vendors, outsourcing, and contracts/SOW
- Experience collaborating closely with product teams on roadmap and technical trade-offs
- Strong mindset for balancing short-term execution with long-term technical excellence

Why Join

- Be part of a company experiencing rapid growth in a booming AI SaaS market
- Work alongside international, high-caliber engineers and AI specialists
- Enjoy a flexible hybrid work environment with flextime (offices in both Tokyo and Osaka)
- Benefit from strong learning support, including subsidies for books and training
- Join a transparent organization with clear goals, regular updates, and fair evaluation systems
- Shape engineering culture, hiring, and organizational strategy at scale

会社説明