



Engineering Manager (Bilingual Japanese-English)

Job Information

Hiring Company

[NCR Commerce Japan Ltd.](#)

Job ID

1529362

Industry

Software

Company Type

Large Company (more than 300 employees) - International Company

Non-Japanese Ratio

Majority Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Chuo-ku

Salary

8 million yen ~ 11 million yen

Refreshed

April 3rd, 2025 14:13

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

TITLE: Engineering Manager I (Bilingual Japanese-English)

LOCATION: Kayabacho, Japan

POSITION SUMMARY & KEY AREAS OF RESPONSIBILITY:

As the Bilingual (Japanese-English) SW Engineering lead for NCR's Japan Retail solutions, you will be responsible for the SW engineering team and roadmap delivery for NCR's Retail business in Japan. The leader in this role will need to be accustomed to leading a global team of over 20 engineers requiring us to be agile and customer centric. This role will collaborate directly with R&D Leaders in the US Engineering, Japan Marketing, Sales and Professional Services for Retail Solutions.

Responsibilities include but not limited to:

- Manage the global product delivery for NCR's Japan Retail Solutions
- Build and lead a software engineering team where collaboration, customer delight and passion for their work are the key tenets of the team culture
- Design a SW organization structure, process and culture that promote lean development principles ensuring overall product quality and on-time delivery of the solution roadmap
- Partner with Solution Management to understand business needs, align priorities, and execute on strategies to deliver a solutions portfolio that will drive success for our customers and the business
- Own quality assurance across the product portfolio
- Provide technical thought leadership within the business while working with major customers and partners
- Act strategically for long term success but operate tactically to deliver results and meet customer needs
- Establish processes and build skills to drive overall product quality and superior customer interfaces

Required Skills

REQUIREMENTS:

Leadership Qualifications

- 12+ years of experience in software management & leadership experience driving engineering teams.
- Experience working with Japan geography, Understanding of Japanese culture, process, fluency in Japanese speaking, reading, writing (JLPT level 2 above).
- Experience running a geographically diverse development team across multiple locations with a proven ability to manage efficiency, budgets and operating costs
- Winning style with customers including relationship management skills and a proven ability to explain technical topics in an understandable way
- Extensive understanding and experience leading in Agile team.
- Ability to manage the deliverables attached to the organization's strategic software roadmap with a focus on customer success, speed to market and quality
- Excellent written and verbal communication skills in English
- People Management – Leading, developing and coaching engineering teams to achieve their best potential

Technology Qualifications

- Bachelor's Degree in Computer Science or related field
- A minimum of 12 years of experience in software engineering including architecture, design, and software code development
- Point of Sale, Retail, eCommerce, or payment processing applications added advantage.
- Agile processes and methods, particularly Scrum.
- C#, ASP.NET, Java, JavaScript, XML, JSON, Cloud and Relational Database experience.
- Client side development using HTML, CSS, JavaScript, and third party tools
- Proficiency in automated unit test development practices and design methodologies

EEO Statement

Integrated into our shared values is NCR's commitment to diversity. NCR is committed to being a globally inclusive company where all people are treated fairly, recognized for their individuality, promoted based on performance and encouraged to strive to reach their full potential. We believe in understanding and respecting differences among all people. This concept encompasses but is not limited to human differences with regard to race, ethnicity, religion, gender, culture, and physical ability. Every individual at NCR has an ongoing responsibility to respect and support a globally diverse environment.

Company Description