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# 【900〜1500万円】Engineering Manager ※full remote work※

**Fintech大手企業での募集です。 エンジニアリングマネージャーのご経験のあ...**

## 募集職種

**人材紹介会社**
株式会社ジェイ エイ シー リクルートメント

**採用企業名**
Fintech大手企業

**求人ID**
1495634

**業種**
クレジット・信販

**雇用形態**
正社員

**勤務地**
東京都 23区

**給与**
900万円 ~ 1500万円

**勤務時間**
09:00 〜 17:45

**休日・休暇**
【有給休暇】有給休暇は入社時から付与されます Annual leave （up to 16 days in the first…

**更新日**
2025年04月24日 03:00

## 応募必要条件

**キャリアレベル**
中途経験者レベル

**英語レベル**
流暢

**日本語レベル**
ネイティブ

**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

【求人No NJB2254422】
【Main Responsibilities】
You will be in charge of an application engineering team most of our teams are backend teams. In short your main responsibility is to ensure that the team can operate and grow. This will require you to switch between tactical leadership almost being hands on and strategic planning. The environment changes quickly so you will face the challenge to identify the appropriate area of focus according to the circumstances. To name some responsibilities you will cover with a different degrees of focus depending on the situation:

■Execution: support the team to ensure timely and high quality deliveries
◎Tactical

●Assign team members to appropriate projects depending on the engineer skill sets and project requirements
●Backup team members to ensure they can progress in their task such as fetching missing information defusing conflict handling emergencies etc
◎Strategic
●Encourage people growth with practices such as efficient 1:1
●Support the end to end employee lifecycle: from on boarding to off boarding through performance evaluation

■Operation: create levers to allow the team to continuously improve from delivery reliability and developer experience standpoints
◎Tactical
●Identify and address pain points which hinders development deliveries and developer experience from a process tooling and system perspective.
●Coordinate and if necessary negotiate or arbitrate with different stakeholders to ensure that both product and architecture decisions are sustainable and scalable.
◎Strategic
●Architect and implement a development process that suits the team and sustains a steady development
●Contribute to product and technical roadmap to bring added value to both the product and the technical stacks owned by the team

■Growth: prepare the team（s）and surrounding stakeholders to organizational and technical changes to open the path for a healthy growth
◎Tactical
●Identify growth opportunity and changes that impacts the team structure raise them and contribute to address them if applicable
●Identify missing or bloated communications flows which often calls for a workflow reconsideration. Similarly support your team when raised architecture concerns which calls for a system redesign consideration
◎Strategic
●Contribute to the hiring strategy as well as the different hiring implementation steps
●Provide sufficient flexibility in the team structure and processes to get the team ready for the upcoming changes

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## スキル・資格

【Required Qualifications】
To provide a portrait of the candidates we are looking we would like to establish the following skills as our baseline:

Technical skills: contributing to the implementation
・Has 2 years or more of experience of leading web application engineer teams
・Has past experience as software engineer backend or frontend
・Has proven records of significant contributions to scalable architectures and system designs
・Has solid tasks definition and breakdown skills when provided functional requirements

Soft skills: interacting smoothly with stakeholders
・Has good stakeholder management coordination and conflict handling skills
・Speaks and writes business level English
・Speaks and writes conversational Japanese

Leadership: taking the team to the next level
・Focuses on people growth success
・Is able to efficiently follow up the progress and blockers for all on going tasks
・Has a genuine care for continuous improvement and developer experience

Strategy: defining and implementing a vision
・Has experience building or contributing to technical roadmaps
・Has interviewing experience

【Preferred Qualifications】
Additionally we gladly welcome the following skills as bonus points which hopefully draw the canvas of the engineering culture we want to create:

Technical skills: contributing to the implementation
・Has good awareness regarding security matters
・Has domain driven development experience
・Has credit card industry implementation experience specifically PCI DSS compliant implementation

Soft skills: interacting smoothly with stakeholders
・Has proficiency in change management
・Is able to navigate meeting dynamics from letting the attendees speaking up to steering back the conversation
・Leadership: taking the team to the next level

Crafted successful development processes
・Has experience building and maintaining on boarding and off boarding processes to support the employee lifecycle
・Is versed in observability to measure engineering excellence
・Is an example of good work ethics including Diversity Inclusion

Strategy: defining and implementing a vision
・Has experience defining hiring strategy implementation
・Has experience significantly contributing to product strategy with data driven decisions

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## 会社説明

ご紹介時にご案内いたします