



## 株式会社Sales Marker

### VP of Engineering (VPoE)

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##### 【Additional Notes about Compensation】

※The actual offer will be decided based on your experiences and skills.

##### 勤務地:

Level 32, Yebisu Garden Place Tower, 4-20-3 Ebisu, Shibuya-ku, Tokyo

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##### 【Office Location】

5 minutes walk from the east exit of Ebisu Station on the JR Yamanote Line 7 minutes walk from Exit 1 of Ebisu Station on the Tokyo Metro Hibiya Line

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##### Full remote work is OK!

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##### 勤務時間:

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##### 【Working Hours】

Full Flexible with no core hours

##### 休日:

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##### 【Holidays & Vacations】

- Holidays: Saturdays, Sundays, and national holidays; - Paid Time-off: 10 days of annual paid leave will be granted after six months of employment.

##### 福利厚生:

## 【Benefits and Perks】

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### ■Medical checkup

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### ■Travel allowance

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### ■Others

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High-performance Macbook

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Book purchase allowance

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Wantedly Perk

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Uber Eats Coupon Grant

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Resort Works

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加入保険:

## 【Social Insurances】

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All types of insurances are covered (Health insurance, employee pension, workers' accident compensation insurance, unemployment insurance)

受動喫煙対策:

## 【Second-hand smoking policy】

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No smoking inside the building

**Probation Period:**

6 months (same conditions during probationary period)

## 仕事についての詳細

### About Us

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At Sales Marker, our mission is to create a world where all people and companies can challenge themselves beyond existing boundaries. We're one of the fastest growing start-ups in Japan and we're growing at a speed that is twice as fast as Unicorn startups. By using our product, sales teams can improve their work efficiency by 3 times. We have achieved over 900% YoY business growth rate in 2.5 years since our flagship product 「Sales Marker」 was released and we're currently actively working on a wide range of new product portfolios.

### The Team

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Our co-founders are from top companies in Japan and the world such as NRI, Keyence, LINE, Microsoft, and PwC. They were selected as 「FORBES 30 UNDER 30 ASIA LIST」 in 2023 . In our Engineering & Product team, we have members from more than 16 countries and they come from top tech companies in the world such as Google, Microsoft, Indeed, and famous tech companies in Japan such as Mercari, LINE, Yahoo, Smartnews, etc.

## Your Job

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### Responsibilities

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As the VP of Engineering, you will play a critical role in driving the vision, strategy, and execution of our engineering initiatives. Your leadership will be pivotal as we expand our product suite beyond 「Sales Marker」. You will be responsible for shaping and guiding the technical direction of our company, ensuring that our engineering efforts are aligned with our business objectives and executed with excellence.

Your responsibilities will include:

Defining and executing the engineering vision and strategy to support company goals  
Leading and growing a high-performing engineering organization  
Driving innovation and engineering excellence across all product lines  
Collaborating with executive leadership to align engineering projects with business objectives  
Overseeing the development and delivery of scalable, high-quality products  
Establishing and promoting best practices in software development, architecture, and operations  
Managing resource allocation, budgeting, and timelines to ensure successful project execution  
Fostering a culture of continuous improvement, collaboration, and technical excellence  
Mentoring and developing engineering leaders and teams to achieve their full potential  
Organizational design and strategic planning  
Effective communication with internal and external stakeholders  
Anticipating program needs and ensuring they are met

### Requirements

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6+ years of experience in engineering and 3+ years of experience in a leadership role  
Proven experience in growing engineering organizations from 30 to hundreds of members  
Strong understanding of product and business strategy  
Proven ability to drive innovation and deliver high-quality products in a fast-paced environment  
Excellent leadership, communication, and interpersonal skills  
Strong strategic thinking and execution capabilities  
Ability to foresee challenges and provide effective solutions to solve problems in a systematic way  
Fluent English and Native level Japanese language skills

### Nice to Have

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Experience in 0→1 phase of the engineering team at a product based tech start-up  
Experience in leading engineering teams developing new products from scratch  
Experience in a high-growth startup environment  
Background in SaaS or B2B software development  
Have a strong personal branding and presence in the tech industry

### Our Tech Stack

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#### [Front-end]

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- TypeScript, React;

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- Libraries: Storybook, jest;

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- Hosting: Amplify

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#### [Server Side/Back-End]

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- Infrastructure: AWS, ElasticBeanstalk;

- DB: Aurora, ElasticSearch;

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- Languages: Go, Typescript

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- Analysis environment: Athena;

- Framework: Express;

- Monitoring: DataDog;

- Others: AWS Lambda, AWS Batch, AWS API Gateway, AWS Glue

## Why Us?

One of the fastest growing SaaS startup in Japan with strong financial growth Innovative new product development and opportunity to build things from scratch. Plenty of leadership and career development opportunities. Full remote-friendly & full flexible work schedules. Global team and English speaking environment. Great benefits & perks packages such as Resort Worx, Purchasing Books, Free Weekly Lunch, Offsites, etc.

## Still hesitating?

For Senior Leadership Role, we're open to customize the role based on your strengths and preferences, so if you're interested in our company, come and have a chat with one of our leadership members!

## Working Style

### ● Hybrid Work

We follow a hybrid work style, combining both office and remote work. Recommended in-office days vary by role. Even when working remotely, we maintain smooth collaboration and communication through tools like Zoom, Google Meet, and Gather.

### ● Flex Work

You can customize your working hours to suit your day. For business and client-facing teams, schedules are often arranged around client meetings.

### ● Global Environment

With team members from over 20 countries, we bring together diverse perspectives and ideas, driving projects forward across languages and cultures in an environment where English and Japanese blend naturally into daily communication.

## Read More

■ Career Page: <https://sales-marker.jp/corporate/en/> ■ Culture Book: <https://speakerdeck.com/salesmarker/sales-marker-culturebook-en> ■ YouTube: <https://www.youtube.com/watch?v=Ob8Ds06zwo0>

## 会社名

株式会社Sales Marker

設立年月:

2021年7月29日

本社所在地:

〒150-6032

東京都渋谷区恵比寿4-20-3 恵比寿ガーデンプレイスタワー32F

資本金:

1億円

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従業員数:

336名（取締役+業務委託を含む）

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会社についての詳細:

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この求人に候補者を紹介

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