EO actually

What Engineering Office actually is

About this document

The Engineering Office (EO) team is located within Mercari's engineering organization and is working to strengthen our organization.
Recently, we have heard more and more about similar organizations to Mercari's EO in the engineering industry, but our role has not yet become established as a common understanding widely.Under such situations, it's sometimes difficult to explain What EO is.
In this document, the following is provided to convey the basic concept of Mercari's Engineering Office and what kind of activities it is actually doing as simply as possible.

- What EO is
  - Base concept
  - Role and responsibility
  - Required actions
- Skills and Mindset
  - Recommended skills
  - Mindset

What EO is

Base concept

EO defined the [Employee Journey Story for Engineers](). We are working to improve the mercari engineering organization according to the structure of Employee Journey Story for Engineers.
We believe that people who are working in Mercari are important for delivering good products to our customers. And culture and environment that support to develop people are also important. EO is creating the environment and mechanism that make All engineers working at Mercari able to contribute to the product more.

EMPLOYEE JOURNEY STORY
for engineers

Role and responsibility

EO is responsible for making Mercari's engineering organization a more attractive place for engineers. EO defines Employee Journey Story for Engineers as a targeted goal of the employee experience of the engineer. In order to realize this situation, we will plan and promote improvement activities with communicating with many stakeholders inside and outside the company.

Specifically, EO is in charge of the following improvement activities in line with the structure of [Employee Journey Story for Engineers](#).

- Developer PR
- Hiring
- On-boarding
- Skill & Career development
- Culture & Engagement
- Creating rules and mechanism

Current activity status

We have created an [EO vision for 2022](#) as an EO medium-term plan. Here, we show what kind of situation we want to realize by the end of FY2022 and the activity policy to realize it. Please refer to it as a document to know our current activities more specifically.

Required actions

We will take the necessary actions within each area.

- Activities to design and implement the mechanism
- Activities to make a execution plan and promote it
- Activities to identify issues and solve them
- Activities to promote cooperation

- Activities to organize information
- Activities to gather and analyze data

Skills and Mindset

Here are the recommended skills and mindsets to carry out your activities at EO.

Recommended skills

Since EO activities are wide, the required skills are also wide.This section describes the essential skills.Actually, we will make use of each person's strengths and characteristics to accomplish things as a team. To facilitate that, we encourage more members to have more skills to cover more activities.
For that reason, we recommend that more members have skills that can cover more activities, so I would like you to develop your skills and broaden your coverage of work without limiting your potential.

to understand

- Ability to understand the situation correctly
- Ability to organize information
- Ability to analyze

to Realize

- Ability to set goals
- Ability to make plans
- Power to drive
- Ability to know and collaborate with stakeholders
- Ability to judge and make decisions correctly
- Ability to catch problems and think about solutions
- Power to complete
- Ability to make solutions reproducible

Mindset

I describe the important mindset when conducting EO activities.

passion

- Passion for improving the organization
- Interest in products / organizations / technologies

Positive thinking

- Imagine a better situation and want to realize it
- Mindset to challenge for realization