

Head of Engineering

About Skill Dynamics

We were founded in 2011 when an experienced group of international procurement and supply chain leaders noticed a gap in the market for online practical-based education, made by professionals with real-world experience.

We embarked on creating unique, high-impact and personalized learning journeys created to improve core skills needed in these roles – efficiency, resourcefulness, and overall performance.

Since then we've educated employees from both large companies to corporations, becoming the global standard for effective procurement and supply chain training with presence in the US, Europe, Middle East, and China.

- 300,000+ learners around the world
- 200+ corporate clients
- 100 countries

In 2020 we were acquired by Levine Leichtman Capital Partners. LLCP is a middle-market private equity firm with a 36-year track record of successfully investing across various targeted sectors, especially EdTech.

With a strong team of 70 talented and fun people and over 200 blue-chip clients we're on a big growth trajectory and are building the team to help us capitalize on the growth opportunity ahead.

About the role

We are looking for a Head of Engineering who will be our technology go-to expert and play an integral role in leading the company's strategic direction, development, and future growth. In this position, you will have the opportunity to oversee the overall technology development of data-based eLearning and HCM solutions. We are looking for a passionate seasoned leader that will drive further company growth, work on scaling the processes and build highly performant teams. In addition to managing a set of delivery and infrastructure teams, you will work strategically and cross-functionally to empower the broader organization to implement processes that will ultimately lead to faster delivery of a better product.

We expect you to leverage Agile methodologies, culture, tools, and practices to the benefit of the organization. These skills are paired with a strong technical background, backed by a track record of scaling complex, secure, and highly available software services running in the cloud.

If you match the description above and you like to roll up your sleeves to lead, motivate, enable, inspire and grow a team of diverse, high-performing, highly skilled, passionate creative engineers in pursuit of software excellence, we would love to talk with you.

Technology Stack

The technology we are working with includes:

- Java utilizing Spring, Hibernate & Jasper
- PHP with Laravel
- Front-end utilizing Vue.js
- We also use Microsoft Azure, AWS, GIT, Docker & Jira

Work methodology:

- Agile management (Scrum/Kanban)
- Code reviews

Core responsibilities

- You will manage a team of Software Engineers, including task planning activities and code reviews. You will be responsible for the quality and technical approach was taken by team members.
- You will drive technical projects and provide leadership in a fast-paced environment through Software Development Lifecycle with a goal to constantly improve the processes behind it.
- You're going to be a leader in defining the best practices, newest technologies, user-centric approach, and everything that creates a great development culture. You will work with teams to contribute to and deliver technology standards, patterns, and practices to ensure the highest degree of software quality, scalability and security.
- You will drive the overall growth of the engineering organization through talent management, oversight of delivery work, and thought leadership. You will be evaluating group performance on an ongoing basis, providing coaching, mentoring, and individual development plans for career growth to help us hire, and retain top-notch engineering talent.
- Together with the management team, you will develop and execute a strategy for the team to meet the company's goals and objectives and to improve our current standards. You will identify organizational, technology, or resourcing bottlenecks and provide escalation management.
- You will work closely and facilitate communication with product management and other stakeholders to ensure excellent product development. You will represent your team to senior leadership and across other groups and teams within the company.
- You will manage and drive our cloud and security efforts.

Required Skills:

- At least 4 years of experience leading and coaching team leaders and software engineers.

- Background in software engineering. Experience in architecting and implementing large-scale web-based systems that were data and reporting-intensive.
- High level of technical competence. Being current with technology and industry best practices to ensure that skill set/knowledge base remains broad and up to date.
- Experience with service architectures and scaling/modernizing platforms.
- Experience working with MVC Frameworks like Spring and Laravel.
- High level of cloud knowledge, including experience with managing Microsoft Azure resources, services, and budgets.
- Vast knowledge of IT Security both for software and from the organization's perspective (preferably experience with a framework like ISO27001).
- Knowledge of Unix/Linux.
- Project management experience, dealing with large and complex implementations within highly matrixed organizations in lean/agile methodologies, particularly Scrum and Kanban.
- Great verbal and written English communication skills are important as you will be running presentations for both technical and non-technical audiences.

Nice to haves:

- Experience in a multi-year growth environment and technological organization design.
- History in both high volatility (startup) and bigger organization environments.
- Experience with microservice architectures
- Experience with SCORM 1.2 standard
- Ideally, you already have experience with working remotely and managing a team in a completely remote environment.