

Engineering Manager

Group: Product Group

Team: Engineering

Reports to: Director, Engineering Excellence

Generic Expectations

We are looking for an experienced Engineering Manager to lead 1-2 of our product squads.

Each of our four product squads consist of a product manager and a number of engineers; Software Development Engineers, Data Engineers and Frontend Engineers. The squads are set up with a clear area of product ownership along with goals that give them clarity on who they're building for and freedom to choose how best to do that (and prioritise alongside other work that comes in).

Squads are empowered to use the right technology for the job for our services, which at the moment for us means using a range of AWS services; ECS, DynamoDB, SQS/SNS, Kinesis and S3. We will give you and your squads the freedom to make technology and tooling decisions and educate the rest of your colleagues accordingly. You'll be involved in technical decisions with your team and across the department, ensuring the team is working in the right way, and developing your team both personally and professionally.

You'll also help guide the organization's engineering principles, ensuring a good mix of Reliability, Scalability, Performance, Security and Cost Optimisation, which we call Engineering Excellence, whilst helping to deliver our business goals.

Role Description (L4 - Engineering Manager)

Key Job Responsibilities

As an Engineering Manager at m3ter you will:

- Lead 1-2 squads of high-performing, cross-functional, engineers.
- Take accountability for technical delivery across your Squads, working in tandem with Product Managers, and collaborating with other members of the wider engineering organisation.
- Actively foster a high bar for Engineering Excellence within your Squads.
- Working in partnership with our People & Talent team to support, coach and develop engineers through their career with regular 1:1s and continuous feedback.
- Partner with senior engineers in your Squads to drive technical initiatives that raise the bar for our engineering practices

- Lead on communication with stakeholders, creating focus space for engineers to do their best work. Championing good Jira hygiene to allow stakeholders to self-service as much of this information as possible.
- Collaborate with the wider engineering organisation to contribute to company-wide engineering best practices and standards.

You should apply if;

- you have experience managing the performance and development of 8+ high-performing engineers
- you know what good looks like for a high-performing team of engineers and know how to get there
- you have experience working as an engineer in a cloud-based, full-stack development environment
- you have an empathetic leadership style and you build strong, effective relationships
- you care deeply about helping others achieve their goals and become the best engineers they can be

If you're interested in applying to this role, please send your CV and a short covering note to people@m3ter.com