

Engineering Manager

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Company: Apollo

Location: Poland

Category: other-general

****This is a Permanent EoR role and not a B2B Contract****

YOUR ROLE & MISSION

As an Engineering Manager, you will have the critical leadership role of enabling excellence, productivity, and growth within Apollo's engineering organization. You crave the opportunity for hands-on mentorship, and to accelerate not only your career, but for those of your team as well. Your responsibility would come in several forms, including but not limited to:

Help the team define, set, and adhere to goals and expectations

Drive a culture around excellence, learning, and fun

Critically observe and improve development and management processes within Apollo engineering

Work closely with key stakeholders such as the CTO, Product Managers, and Designers to deliver high quality software at a rapid pace for an ever-increasing user base

Change, and be a part of key decision-making processes within the engineering organization

Daily Adventures and Responsibilities

Participation in key technical decision-making discussions such as sprint planning, software design, and occasionally code reviews

Help build and scale a world-class engineering team by sourcing and hiring candidates

Hold systematic weekly 1:1 touch points with engineers to deliver and receive quality feedback

Work with engineers to develop and execute on personalized goals

Conduct objective and helpful quarterly performance reviews for engineers

Competencies

You love scaling up through well-written documents and well-defined processes. As a remote first company, documentation is critical to our hyper-growth and success

You are compassionate, put people first as a mentor, and are tactful with both accepting and delivering criticism to others

You have the leadership skills to think and execute strategically but are not afraid to get your hands dirty when needed

Your technical understanding of engineering systems, especially related to data, is second to none

You can relate to and admire Apollo's values of Ownership, Integrity, Curiosity, Excellence, Teamwork, and Fun

Skills and Relevant Experiences

8+ years of hands-on software engineering industry experience. You will be leading a team of multiple senior and staff level engineers so you need to be technically very strong

3-5 years' experience in people management, preferably leading senior engineers and managers

Proven track record of technical leadership. Strong fundamentals in software architecture at scale, effective engineering processes, and cross-team function

Experience with Ruby and Python

Understanding of data privacy and security fundamentals

Great to have

Familiarity with React, MongoDB, SQL, data warehousing, and ElasticSearch

Experience with data platforms (Snowflake, Databricks, Airflow, Looker, etc.)

Experience within the activation space

Our Tech StackOur tech stack is React/Redux/NextJS on the front end, Ruby/Python/MongoDB/Elasticsearch/Redis on the backend, and Kubernetes/Docker/Terraform for infrastructure.

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