

# Poland Jobs Expertini®

## Manager, Software Engineering (Repayment UX)

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Company: Affirm, Inc.

Location: Poland

Category: computer-and-mathematical

Affirm is reinventing credit to make it more honest and friendly, giving consumers the flexibility to buy now and pay later without any hidden fees or compounding interest.

The Repayment UX Engineering team is a full-stack engineering team located entirely in Europe, together with most of our cross-functional partners. We build and own user flows that enable over 15M consumers to repay their loans each year, processing over \$20B annually.

The ownership is end-to-end, beginning from user comms, and spanning across our web and mobile apps, along with a “backend for frontend” orchestration layer. We continuously innovate to make the product more user-friendly, more effective, and adapt to the needs of our rapidly expanding business. Our work is agile and fast-paced, shipping new code to production almost every two-week sprint, and rigorously measuring the impact it has on the behavior of our users.

We are looking for a highly motivated engineering manager to empower the team to implement our ambitious plans. There's a very high degree of ownership in the role: you will know precisely what your objectives are, you'll get everything you need to achieve those objectives, and you'll be free to choose your own path to reach them. You'll have the opportunity to share your knowledge with others, and learn from very experienced teammates and collaborators. Come join us!

### **What you'll do**

Build and manage a full-stack team of Web, iOS, Android and/or backend engineers, while having a detailed understanding of our business, company goals, roadmap and resource plans.

Dig deep and wide to understand the technical constraints, the company's strategic priorities and the strengths of each team member – continuously finding the optimal solution to the puzzle.

Drive planning and prioritization of projects based on product, technical, and business goals by leveraging relevant resources and data.

Collaborate with other engineering teams and cross-functional partners such as product managers, designers and analysts to deliver high quality consumer experience.

Stand behind the systems you and your team is accountable for, empowering a “you build it, you own it” culture.

Coach and mentor employees to increase their impact through regular performance development and feedback conversations.

Foster a respectful and supportive environment for all team members that effectively leverages the diversity of the team.

### **What we look for**

4+ years of experience as a software engineer with leadership responsibilities and 2+ years as an engineering manager.

Passion for working with cross-functional teams including Product, Design, Analytics and Business teams.

Expert at synthesizing complex business, product, and technical requirements to consistently produce high quality system designs and software.

Humble and authentic leadership, which places the needs of others first, and helps people develop and perform as highly as possible.

Experience building, launching and maintaining web or mobile apps at scale. Bonus points for experience with large-scale systems in a service-oriented architecture.

Humility and self-awareness to understand and navigate the unknown.

Excellent written and verbal English communication skills.

## Compensation and Benefits

We offer a competitive package, with some highlights listed below. However, the given figures are not guaranteed compensation ranges; rather, they are unbinding, approximate indications of what the salary may be for your awareness. The actual salary may be less than the lower range or greater than the upper range, depending on skills and experience. No employee is guaranteed salary at the amount of the lower range.

Targeted Gross Monthly Salary **25,792 - 32,233** PLN

Type of employment: Contract of Employment

Flexible Spending Wallets for tech, food and lifestyle

Generous time off policies

Away Days - wellness days to take off work and recharge

Learning & Development programs

Parental leave

Robust health benefits

Employee Resource & Community Groups

This role is eligible for creative tax benefits, subject to applicable law and company policy

This role has a potential sign-on bonus of up to 10% of your base salary. Eligibility is determined at the offer stage.

Pay Grade - **POL31**

**Employees new to Affirm or promoted into a new role, typically begin in the min to mid range.**

POL base pay range per year:

Min: 309,500 PLN

Mid: 386,800 PLN

Max: 464,200 PLN

**Location - Remote Poland**

**\*The majority of our roles can be located anywhere in Poland.**

**\*\*This job description is not a contractual document, and is not intended to have binding force.\*\***

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