**Software Engineering Manager**

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Company: Relativity

Location: Poland

Category: computer-and-mathematical

Location: Remote Poland, Katowice, Warsaw, Łódź

Department: Engineering

Location Type: Remote

**Overview**

Are you looking for a hybrid or remote work opportunity? Are you interested in a workplace that allows for flexibility in your day? Are you ready for a workplace that provides benefits that suit your needs?The Manager, Software Engineering leads a team of engineers to apply engineering best practices and principles to create and implement a high-quality, maintainable, reusable, reliable, and scalable infrastructure and code on schedule in the AuthZ domain. This position serves as a technical liaison between the team and other internal and external development teams to identify, improve, and apply systems engineering best practices and processes to identify and mitigate risks concerning the on-time delivery of infrastructure and software. The Manager, of Software Engineering is responsible for building and leading a highly effective team of software engineers and working with departmental contacts to support the demands of the department and meet the objectives of the product development process. The engineering manager is responsible for the professional development of their reports and is the subject matter expert for the product features they are involved in. Whether it's litigation, information governance, a government request, or an internal investigation, our products Relativity and RelativityOne give our customers a complete set of flexible tools to tackle their unique big data challenges through

every phase of a project. You will take a lead role in the development, enhancement, and improvement of our tools which is vital to our user community of more than 160,000 peers looking to learn from each other and share their experiences. As we move more of our products to the cloud, we look for leaders who can help us solve tough, complex problems and allow our software to process larger amounts of information and data faster than ever.

**Responsibilities**

Provide architecture, design, implementation and operational management of AuthZ cloud-based SaaS software.

Provide input and design cloud-based system architecture to improve agile software development processes and practices using DevOps principles.

Ensure the adoption and application of development tools (e.g., IDEs, test frameworks, static analyzers, GitHub Co-Pilot, etc.) to improve engineering efficiency, maximize resources and reduce expense.

Maximize automation and "infrastructure as code" concepts to ensure that components are standardized for deployment, change, and ongoing operations.

Set and communicate team goals and vision aligned to business requirements using goal-setting frameworks such as OKR.

Specify non-functional infrastructure, software, and operations requirements and analyze them to determine feasibility within time and cost constraints.

Estimate development guidelines and manage timelines through risk management and changing requirements.

Produce project readiness artifacts and estimates for upcoming features.

Identify and reduce technical debt.

Contributes to the product roadmap and uses it to bring purpose to the team and their backlog.

Has effective ability to scope and drive features and products, delivering updates.

Deliver results, within time and scope, and brings visibility through regular reporting.

Accountability behind the features and products they own.

Develop deep software product knowledge within their team's area of ownership.

Display an ownership mindset; Be accountable for and beyond the features your team develops.

Uses independent judgment to develop strategic vision within multiple feature sets or domains.

Implements operational policies and directives.

Leads a team of software engineers.

Validates resource utilization to ensure efficient deployment of team members.

Tackle significant and unique issues where analysis of situations or data requires analysis of intangibles and providing direction on actions to be taken.

The Manager, Software Engineering is responsible for the professional development of the team under them and is the subject matter expert for the product features they are involved in.

He or she will work collaboratively with their team to identify and develop the talents of each team member.

Responsible for building and leading a highly effective team of software engineers and working with departmental contacts to support the demands of the department and meet the objectives of the product development process.

Serve as technology advisor to the business on all aspects of software technology trends and novel solutions specific to their respective domain or feature set.

Stay on top of the latest technological progress and use this knowledge to ensure company products and software solutions remain marketable and competitive.

Use long-term strategic thinking to guide and develop your team to help them meet overall product goals.

Exercises a significant latitude in determining objectives and approaches to critical assignments.

**Qualifications:**

Strong teamwork and partnering skills for cross-group collaboration.

Excellent leadership, facilitation, problem-solving and critical-thinking skills.

Excellent verbal and written communication skills and the ability to translate complex technical concepts to both technical and non-technical audiences.

Experience managing remote teams or individual staff in remote locations is a plus.

Excellent knowledge of software engineering discipline, including the latest programming languages, object-oriented programming, hands-on architecture high-performance, fault-tolerant distributed systems, data structures and algorithms, operating systems, distributed database modeling and access languages, and cloud environments such as SaaS.

Strong teamwork and partnering skills for cross-group collaboration.

Strong Leadership skills, ability to perform under pressure and optimize the team's resources to attain the business goals.

Ability to motivate people, instill accountability, and achieve results.

In-depth knowledge of agile product development methodologies.

Strong verbal, presentation, and written communication skills for technical and non-technical audiences

**Compensation:**

This position is eligible for total compensation which includes a competitive base salary, an annual performance bonus target of 10%, and long-term incentives. The expected salary range for this role is between 252,000 and 378,000 PLN. The final offered salary will be based on several factors, including but not limited to the candidate's depth of experience, skill set, qualifications, and internal pay equity. Hiring at the top end of the range would not be typical, to allow for future meaningful salary growth in this position.

Relativity is a diverse workplace with different skills and life experiences—and we love and celebrate those differences. We believe that employees are happiest when they're empowered to be their full, authentic selves, regardless of how they identify.

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