

Software Development Manager Job Description

LOCATION

Berkeley, CALIFORNIA

Elevate Security is looking for a passionate and entrepreneurial **Software Development Leader**, to join our growing team, and help us build and launch an entirely new product area in security behavior change that leverages the latest advances in behavioral science and data analytics. You will help to architect and build engaging experiences for some of our customer facing applications and contribute to technology decisions.

This is a player-coach position where you'll be leading a growing team, and contribute to the code they produce. This is a hands-on position for 50% of the time where you'll be leading technical designs, doing some coding, and reviewing PR. The other 50% of your time will be dedicated to coach the team members so that they can achieve their best, hiring new team members to support our growth and managing performance. We are using Agile and Scrum, and every team build and own an end to end piece of our SaaS solution.

Our technical stack includes React for the front-end, Python with Flask and Django for the back-end services, Redis, Postgres DB, RDS, Redshift DW, Glue PySpark ETL, Cognito and more running on Docker, K8s, AWS with CircleCI and DataDog for monitoring.

Key Responsibilities

- Coaching team members for software engineering excellence
- Ensuring the team members are happy and engaged
- Hiring A players on-time as per staffing plan
- Use engineering analytics to have meaningful discussions about excellence and performance

- Lead technical designs which are aligned with the global architecture
- Understand what to build from product management and designer
- Write well-tested Python and or React code in an iterative way
- Learning and growing constantly to feed your passion for self-improvement and make those around you better

Experience and Qualification

- 5+ years of directly building and leading strong engineering teams
- Solid software development background including design patterns, data structures, and operational excellence
- Demonstrated track record of shipping software on time and on quality
- Great communication skills with the ability to present in a clear and concise manner
- You experienced teams and processes that scale to multiple dozens of engineers
- You understand how to communicate and optimize work among remote team members
- You are comfortable with multicultural environment
- Microservices with continuous deployment is your preferred approach
- You can design and build APIs
- You are known as a solid developer, and you still enjoy writing code
- Your preferred stack is the cloud, running production with linux and docker

Why Elevate Security is a great place to work?

- We have a modern technology stack and striving for engineering excellence while keeping in mind lean principle to experiment fast with customers.
- We care about your career. At Elevate Security we encourage each other to constantly grow and expand our skills and knowledge. Mentorship is part of our culture as you work side by side with some of the brightest possible talent.
- Your contributions make an immediate impact.
- We have fun! No matter how fast we grow or how busy we are, we always remember to laugh and enjoy each other and our clients.

- Balancing our careers and personal lives is important to us. We want you to work where and when you work best.
- Embracing our culture of diversity, constant learning, and collaboration makes us a better team and helps us build a better product.
- We are mission driven. We never lose sight of why we do what we do.
- We're genuinely nice, optimistic, inclusive, and empathetic people. We won't hire jerks.
- Our Berkeley office is close to BART with an easy commute.

Benefits:

- Competitive salary and meaningful equity
- Comprehensive medical, dental, and vision coverage
- Unlimited vacation (minimum 3 weeks)
- Paid time off for volunteering
- Professional development funds
- 401(K) matching

Montreal Specific

- Our Montreal office is accessible from the McGill metro station, making it an easy commute.

Benefits:

- RRSP Matching

