

Engineering Practices Lead

We're looking for skilled manager and mentor to lead engineering practices for City of Austin's Design, Technology, and Innovation Fellows program.

As a fellow, you'll serve with teams who are working to improve a wide range of city services, including researching and redesigning our [permitting processes](#), prototyping ways to change behaviors around [recycling and composting](#), building the next generation of [ATXFloods](#), improving services for people experiencing homelessness, and creating city-wide standards for interface design, user research, and content strategy.

Salary

\$86,000 - \$116,000, commensurate with experience

What you'll do:

- Serve as a manager and mentor for Design, Technology, and Innovation Fellows serving in front-end development, back-end development, and solutions architecture roles
- Improve software engineering practices across the city by establishing training programs, advising on strategic initiatives, and leading communities of practice
- Work with city leadership to develop objectives, budget, and resource requirements to support the needs of modern web development and delivery
- Support the development of new career tracks for city employees in software engineering positions across departments, including new titles, position descriptions, performance assessments, and paycales
- Lead recruiting, screening, and interview processes for hiring in the areas of front-end development, back-end development, and solutions architecture
- Serve as a core contributor on multi-disciplinary project teams to improve city services
- Work with stakeholders to assess legacy systems and identify opportunities for improved performance and the sustainability of future systems
- Establish trusted relationships with the wider web development and civic tech communities, identifying practices we can adopt and sharing our work at meetups, conferences, and other events
- Write blog posts that share what we make and how we make it
- Commit to making what we build fully accessible to the people we serve

What we're looking for

- 6+ years of professional experience developing large-scale applications and services, including at least 2 years of experience directly managing and mentoring developers

- Knowledge of lean and agile development methodologies, including expertise in teaching when and how to use specific specific approaches and deliverables
- Successful track record building and supporting cross-functional teams to create great products and services, with proven skills in project planning, presentation, and visual communication
- Ability to establish processes that recognize, value, and include different perspectives, experiences, approaches, and cultures to achieve organizational goals
- Ability to gain and maintain the trust of project stakeholders, community members, and city leadership
- Ability to mentor and manage junior, mid-level, and senior practitioners in front-end development, back-end development, and solutions architecture
- A passion for public service and a commitment to doing the hard work that's necessary to improve city services

How to apply

- Learn more about the position and apply at austintexas.gov/innovation-fellows