



## Engineering Lead

RoadFlex is a stealth fintech startup modernizing financial services for the underserved trucking and logistics industries. These industries provide the backbone of the US economy. However, the financial infrastructure on which they run is broken. These are underserved industries where the existing financial and payment tools are difficult to use, outdated and prone to fraud.

**We are changing that.** RoadFlex believes that the hardworking men and women in this sector deserve better. With RoadFlex, customers can rely on the timely movement of capital for our supply chains to function efficiently. We build financial tools and payment products for truckers and fleet managers. We offer them world-class customer service that work with and around the unique constraints of their daily lives. If you would like to join our mission of helping the people manning the backbone of the US economy, let's talk!

You can read more about RoadFlex [here](#).



### Why join RoadFlex?

If you're practical and business-minded, smart and creative, and excited about the rewards and volatility of an early-stage venture-backed startup, we'd love to hear from you.

- You will get the chance to be a founding engineer at a fast-growth fintech startup. We truly believe that it's your slope — not where you start but how fast we are growing and iterating.
- We're a tight-knit, intense team, where you'll learn a ton and have ownership. You'll be directly responsible for the growth and execution of the engineering team in close collaboration with the CTO and CEO
- This is a management role that is ultimately accountable for building and operating an engineering team that delivers world-class working software to further the business's mission
- Work with seasoned second-time founders



### Key Responsibilities

- Execute a disciplined agile methodology and process;
- Define consistent engineering standards and practices and reporting metrics;
- Help shape the initial engineering culture of the company;

- Play a leading role in technology and implementation choices;
- Be ready to get hands on, conduct code reviews in substantive detail and dive in when necessary to unblock the team. Be passionate about creating high quality product that promote the business
- BONUS: Entrepreneurial mindset (we encourage all employees to be future founders and this can be a great stepping stone towards that

## RoadFlex might be a good fit if

- At least 5 to 7 years of experience in engineering at a fintech/payments company
- Experience with Typescript, GraphQL, Tailwind CSS, Apollo, Prisma, PostgreSQL
- Can balance between speed of iteration and quality of code. We follow good practices such as testing and code review while iterating fast based on user feedback. We don't expect you to reinvent the wheel for everything -- we use libraries and dependencies to get things done fast without compromising on reliability and usability. Speed of iteration to get to product market fit is key for us and you'll be working with a team that moves fast.
- You are an experienced leader of first-class engineering teams with a proven track record of consistent and frequent delivery of quality software;
- Have extensive experience steering cross-functional agile teams in collaboration with product and design;
- Have a strong philosophy of software methodology and management;
- In your own right be an accomplished and respected software engineer with experience with multiple languages, tools, and frameworks from the modern development stack;
- Are able to work independently with little oversight or management in a fast-paced, dynamic environment with high-energy and mission-driven colleagues.

## Benefits & Salary

We pay market salaries and are generous with equity compensation to align the company's success with your long term success.

Benefits include:

- Health insurance
- Unlimited vacations
- Commuting & food

## Location

This is a full time position based in the San Francisco Bay Area. For exceptional people, this position can be remote.

## Who we are

We are a small team of hard working and focused entrepreneurs. Our team members have previously led teams at leading organizations including McKinsey & Company, D.E. Shaw, Lenovo, Thrasio and more. The founders are serial entrepreneurs that have previously started venture backed tech companies in the US.

We are backed by top tier Venture Capitalists in the US with participation by Founders/CEOs of multi-billion dollar tech companies including Pipe, Hippo, Product Hunt, Clearbit, Digits, amongst others. We are going into hyper-growth mode and growing our team to meet the demand.

## Join our team

RoadFlex's mission is to deliver financial innovation at a transformational scale and improve the working lives of one of the country's biggest industry sectors. To join us, contact [dennis@roadflex.com](mailto:dennis@roadflex.com).

RoadFlex is an equal opportunity employer, and we value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, disability status, or any other protected class.