



We are a technology company listed on the Bucharest Stock Exchange and specialized in digital transformation of businesses and communities.

We integrate the skills needed to provide access to the digital economy. Team agility and human-friendly solutions are the ingredients for transforming ITC complexity into simplicity for our partners.

We made it our mission to make life simpler

Join our team on the position of:

HEAD OF ENGINEERING

We are seeking an experienced and efficient colleague to help take us to the next level in our growth process. The type of team player we are looking for is not only technically proficient, but also demonstrate the following qualities:

1. **Continuous development:** to embrace the concept of learning and becoming better day by day. Personal achievements give us energy and inspire our growth together.
2. **Responsibility:** to get involved courageously and to be the one who presses the start button whenever you see an opportunity.
3. **Agility:** being able to look into the future and search for the solution that will take us further.

What will your responsibilities look like?

- Maintain a balance between building sustainable, high-impact projects and shipping features in the committed time frame and budget;
- As a leader, you have to grow and maintain a team of high performing software engineers;
- Be a mentor for team members and guide them on personal and career growth;
- Coach and develop leadership skills of direct reports;
- Be an influencer and contributor across our entire engineering team;
- Facilitate, and when necessary resolve technical and interpersonal discussions;
- Assess and understand the technical needs of our customers, propose high-level architectural and technical solutions;
- Participate in feature discussions, high-level analysis, and planning, oversee high-level architecture design;
- Adopts a positive, innovative and committed approach to overcoming obstacles and problem solving;

LIFE IS HARD SA

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- If a critical account situation demands engineering help, we expect you to provide highly responsive support to our customers;
- Improve code quality through regular code reviews;
- Continuously improving the quality of your team's engineering practices;
- Encourage good software quality management practices (policies, standards, and procedures) and ensure compliance with coding standards and best practices;
- Ensure the overall quality output of the team;
- Split your time between 60% managing the team and 40% hands-on coding;
- When it's necessary, play different roles as an Engineer to help the entire team succeed (Dev, DevOps, or even Tester);
- Engage in internal processes: interviews, regular performance assessments, hiring decisions;
- Bring up difficult or systemic challenges and impediments to the attention of the Leadership Team;
- Help Marketing and Sales with different tasks: blog articles, events, speaking events, technical support, estimations, and enforcement of S&P's way of working;
- Implement and oversee adoption of a unitary development process in respect with SDLC;
- Adopt a centralized architecture system;
- Responsible for architecture design across the entire organization

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What would be great to have:

- **8+ years of engineering experience** (at least 1 year in an engineering management role)
- Experience in **architecture design** of high availability, high-scalability web applications, testing, deployment, and monitoring
- Proven track record of execution and delivery, ability to accomplish goals, and meet commitments
- Comfortable to work with all tiers of modern cloud web and mobile applications, from the front end to the database.
- Expertise in modern web technologies like Node and React/VueJs. PHP and PHP related frameworks like Laravel are a major plus. Mobile Development (Native and/or ReactNative) is also a plus.
- Good understanding of Linux-based infrastructure
- Experience working with MySQL/NoSQL databases
- **Experience with application vulnerability tools and application security concepts**
- Experience with SCRUM, Kanban
- Understand full-stack modern web & mobile development process, frameworks, and tools
- Ability to handle time and resource constraints and the pressure that comes with it
- AWS, Google Cloud or Azure ecosystem knowledge is a plus
- Knowledge of Software Development Life Cycle
- Experience working with UML Modeling tools
- Experience working with architecture design tools

WHAT WOULD DEFINITELY MAKE YOU ONE OF US

- **Engineering mindset:** you see solutions and improvement opportunities where others see issues
- Excellent communication and active listening skills
- You are constantly **striving for improvement**, aiming to be the best version of yourself, by always raising the standard you previously set
- You always strive to do what is right and deliver on commitments

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- You are by nature a curious person and a problem solver
- “Lead by example” is not just a nice-sounding quote for you, but a life motto
- You’re passionate about your work and you’re looking to build something long term alongside like-minded people.

WHAT WE OFFER:

- Working in a dynamic environment and being part of a fast growing company
- Being part of a passionate and supportive team
- A work environment where your opinion matters and your skills are valued
- Growth professionally, learning and self-development opportunities
- Opportunity to establish valuable career contacts
- Flexible work schedule/work from home policies
- Competitive salary package
- Complex package of benefits

LIFE IS HARD S.A. is an equal opportunity employer. Qualified applicants will be considered without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality, sex.

Send your CV to
work@lifeishard.ro

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