

Head of Product and Engineering

Position Summary:

The Head of Product and Engineering is responsible for leading the software development team and ensuring that the product vision is realized through excellence in execution. They report to the CEO and have responsibility for the development of the product strategy, maintenance of the technical roadmap and ensuring the engineering team hits goals and delivers on commitments to the product roadmap.

Our ideal candidate is someone who desires to get things done – someone who is persistent and articulate and who enjoys working in a constantly-changing environment. They know how to build and inspire teams. They have a backbone and are willing, even eager, to be held accountable for their teams' progress and deliverables. They are driven and excited to be on the ground floor of something that will be huge.

You take ownership of:

- Partnering with the CEO and the board to define and build a world class product and technical team, realizing that their specific day to day tasks will evolve as the organization grows
- Growing a team of product managers who have the ability to build a unique XR platform at scale.
- Leading software platform development efforts for Enduvo across multiple systems (desktop applications and web platforms) leveraging Unity/Unreal, iOS, Android and various cloud platform services
- Proactively building the engineering team through recruiting efforts, growing new engineers into roles, finding talent that isn't being leveraged and inspiring the team to excellence
- Managing teams by providing guidance and feedback, enforcing accountability and coaching the team's performance
- Providing technical leadership in the enhancement of software development processes and best practices, including: LEAN UX, AGILE development, automated testing, usability and continuous integration
- Overseeing the development, testing, documentation and release of full-stack, end-to-end features of our product
- Proactively anticipating technical risks, implementing the systems with fault-tolerant capabilities and ensuring system stability and security
- Guiding the overall application design and scaling of our platform by leading and building an overall solution that is robust, secure and scalable
- Collaborating with customers, sales, marketing and leadership to develop enhancements to the entire product pipeline
- Collaborating with strategic technology partners to define product requirements
- Engaging in the expansion of our IP portfolio by participating in our patent development process

Your Knowledge, Skills and Abilities:

- Excellent leadership, collaboration and consensus building skills
- Desire to coach and mentor product managers and engineers
- Ability to design, architect and implement resilient, distributed software platforms (preferably social and content distribution platforms) using microservices architecture
- Experience and results with modern product management methods

- Experience with web application technologies; HTTP, HTML, CSS and JS
- Knowledge of modern JS libraries/frameworks, such as React, Angular & JQuery
- Experience with Python or other scripting languages such as Ruby, PHP, etc.
- Knowledge of Unity/Unreal, RDBMS (e.g. MySQL) SQL and MongoDB
- Knowledge of testing methods; back-end, front-end & integration tests
- Ability to execute in AGILE environments and balance competing priorities within a performance-driven culture
- Familiar with modern big data technologies and experience with projects that integrate with Machine Learning/Artificial Intelligence (AI)
- Ability to apply a broad knowledge of SDK, applications and platform development to our products
- Managing the budget for the engineering department, including headcount, consulting spend, prototyping costs and equipment cost

Your Qualifications

- Bachelor's degree in Engineering, Computer Science or a related discipline
- Previous founder/co-founder or early startup experience and demonstrated ability to build and grow a development team to scale
- 7 years of relevant experience in advanced technology management as a software leader building teams and leading organizations through product management, delivery and commercialization, on time and on budget
- 5+ years of experience managing onshore and offshore software developers/partners
- Experience designing software systems, marketplaces, content delivery platforms and services
- Proven track record of software development, including shipping one or more products on large code bases that span a range of platforms and tools
- Experience developing scalable web applications with proven track record of building marketplace solutions
- Technical experience and understanding of how full-stack solutions fit together
- Experience using game engines, 3D modeling and animation tools
- Experience with API integrations for large scale, social platforms

Preferred Qualifications:

- Experience in additional fields such as programming, computer vision, OS and game development
- C# programming skills and experience in UI design within Unity/Unreal
- Experience with AR Applications, SDK development and Integration with cloud services
- Knowledge of Oculus Go/Rift/Quest, VIVE and/or SteamVR platforms
- Experience with software development, IDEs and testing tools (e.g. editors, compilers, linkers, desktop simulation, configuration management tools, requirements management tools)
- Clear understanding of DevOps, automated testing, and continuous Integration practices and their role in agile software development
- Broad understanding of software and cloud architecture, large deployment, availability, performance and security SLAs
- Experience with JIRA
- Location: Remote with ability to travel to Chicago

Note: We are interested in every qualified candidate who is eligible to work in the United States. However, we are not able to sponsor visas at this time.

Interested? Send an email with your resume to: work@enduvo.com

Enduvo is an Equal Employment Opportunity and Affirmative Action employer. We value diversity and are committed to providing an environment of mutual respect. Qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, age, sex (including pregnancy, childbirth, or related medical conditions), medical history or condition, gender identity and/or expression, sexual orientation, marital status, veteran status, status as an individual with a disability, or any other status protected under federal, state or local law.