# IT PUZZLE
### RECRUITMENT

We are a technology recruitment partner focused on search and selection of IT experts internationally. Currently, we are looking for an accomplished experts for the role of Engineering Manager. We offer a rewarding and exciting professional experience and opportunity to develop your career in a highly competitive international environment.

# Engineering Manager
Location: Warsaw, Poland

## Job Description:

Our Client is currently seeking a motivated Engineering Manager to join our growing product engineering team. The Engineering Manager is responsible for the good functioning and performance of the team, from both an individual and collective view. The role will manage, develop and expand the team to meet challenging business goals and time frames.

Engineering Manager is also responsible for the quality of what the team delivers, and must therefore implement the good practices as necessary, for various aspects of the job. You'll collaborate with other engineering managers to ensure that development processes are optimal.

## Responsibilities / Accountabilities:

- Build, mentor, and grow a team of 6-8 engineers, support hiring and development of team members
- Work with Product Owners & Product Managers to understand desired application capabilities
- Focus the team on shipping the most impactful features while continually raising the bar on operational excellence
- Coordinate and communicate seamlessly across engineering and product leadership teams
- Actively participate in the software development process
- Set clear expectations and create a positive work environment based on accountability, in collaboration with the engineering and management teams.
- Provide monitoring data (KPI) with respect to the team's assignment.
- Maintain an on-going overview of resource allocations and technology skill sets, and proactively ensure that the team is prepared with needed competences.
- In collaboration with tech leaders, provide guidance around the craftsmanship, availability and scalability of our product and help managing risks throughout the development process

## Professional Qualifications/ Experience:

- 8+ years in software product engineering
- 3+ years as a software engineering leader/manager
- Experience and passion for hiring, growing, developing and guiding people
- Excellent knowledge of modern web application development (Azure, .NET & React is a plus)
- Experience working in Agile methodologies (Scrum, SAFe)
- Excellent communication skills including mentoring, coaching and conflict handling.
- Self-driven and team player.
- Ability to work well in an international and multicultural environment in a fast-growing company.
- Bachelors/Masters in Computer Science, Engineering or a related field.
- Good verbal and written communication skills in English (C1/C2)

# Offer:

- Challenge, opportunities to exchange skills within multinational Team
- Ability to work in an autonomous way and in an environment
  where your ideas are valued
- Casual and very friendly atmosphere
- Competitive salary aligned with experience
- Training
- Flexi-time and home office
- Benefits (covered or co-financed): Health care, Multisport card, Life insurance,
- French and Polish classes

Interested candidates should send their resume (CV) to
**konrad.witek@itpuzzle.com.pl**
with " **Engineering Manager**" in the subject line.