

Engineering Manager

Full-Stack

SMB

Enterprise

We are looking for an Engineering Manager to lead a team of software engineers at [\[Company Name\]](#). You will be responsible for the people, process, and delivery outcomes of your team — hiring and developing engineers, partnering with product on roadmap execution, and ensuring technical quality and operational excellence. This is a people-first leadership role with a strong technical foundation.

Key Responsibilities

- Manage, mentor, and grow a team of 5-10 software engineers through regular 1:1s, feedback, and career development
- Partner with Product Management to plan sprints, prioritize work, and ensure the team delivers on roadmap commitments
- Drive hiring for the team — define role requirements, participate in interviews, and make hiring decisions
- Establish and refine team processes (sprint planning, retrospectives, code reviews) to improve velocity and quality
- Ensure technical quality through architecture reviews, code review practices, and engineering standards
- Manage team capacity, resolve blockers, and escalate risks to leadership proactively
- Foster an inclusive, psychologically safe team culture where engineers do their best work

Required Skills & Experience

- 3+ years of engineering management experience leading teams of 5 or more engineers
- Strong technical background — previous experience as a senior or staff software engineer
- Proven track record of hiring, developing, and retaining engineering talent
- Experience with agile methodologies and delivery management (Scrum, Kanban)
- Ability to communicate technical concepts to non-technical stakeholders and vice versa
- Experience managing performance — delivering feedback, running performance reviews, and handling underperformance
- Demonstrated ability to balance technical debt with feature delivery

Nice-to-Have

- Experience managing distributed or remote engineering teams
- Track record of growing engineers into senior roles or management
- Experience with engineering metrics and productivity frameworks (DORA metrics, SPACE framework)
- Background in the specific domain or tech stack used at [\[Company Name\]](#)
- Experience managing multiple teams or a team of teams

Tech Stack

Jira

GitHub

Slack

Confluence

Linear

Datadog

Notion

Figma

What We Offer

- Competitive salary and equity at [\[Company Name\]](#)
- Management coaching and leadership development programs
- Flexible remote or hybrid work arrangements
- Annual budget for conferences and professional development
- Comprehensive health, dental, and vision insurance
- Generous PTO, parental leave, and sabbatical after 4 years

Interview Process

1. Recruiter phone screen (30 min)
2. Hiring manager conversation — discuss leadership philosophy and management experience (45 min)
3. Technical depth assessment — discuss architecture decisions and technical trade-offs from past work (45 min)
4. People management scenario — role-play a difficult management situation (feedback, conflict, underperformance) (45 min)
5. Cross-functional conversation with Product Manager and/or Design Lead (30 min)
6. Executive/skip-level conversation with VP or Director of Engineering (30 min)