

Tech Lead

Full-Stack

Startup

SMB

Enterprise

We are looking for a Tech Lead to drive the technical direction of a product team at [Company Name]. You will be the most senior technical contributor on the team — setting architecture standards, making key design decisions, mentoring engineers, and ensuring the team delivers high-quality software. This is a hands-on leadership role where you will write code, review pull requests, and guide the team through complex technical challenges.

Key Responsibilities

- Set the technical vision and architecture for the team's domain, making design decisions that balance speed, quality, and scalability
- Write production code and lead by example — spend approximately 50-60% of time contributing code
- Conduct thorough code reviews and establish coding standards, patterns, and best practices for the team
- Mentor engineers through pairing sessions, design discussions, and constructive code review feedback
- Break down complex projects into well-defined technical tasks with clear scope and sequencing
- Collaborate with Product Management and Design to assess technical feasibility and estimate effort
- Identify and drive resolution of technical debt, performance bottlenecks, and system reliability issues

Required Skills & Experience

- 6+ years of software engineering experience with at least 1 year in a technical leadership role
- Expert-level proficiency in one or more programming languages relevant to the team's stack
- Strong system design and architecture skills — ability to design scalable, maintainable systems
- Experience leading technical projects from design through delivery across a team of 3-8 engineers
- Excellent communication skills — able to explain complex technical decisions to both engineers and non-technical stakeholders
- Track record of improving engineering practices (testing, CI/CD, code quality, documentation)
- Experience with agile development and iterative delivery

Nice-to-Have

- Experience with multiple tech stacks or transitioning systems between technologies
- Open-source contributions or conference speaking experience
- Experience with architecture decision records (ADRs) and technical documentation
- Background in performance optimization and scalability engineering
- Previous experience working in a startup environment where scrappiness was valued

Tech Stack

GitHub

TypeScript

Python

PostgreSQL

Redis

Kafka

AWS

Docker

Kubernetes

React

What We Offer

- Competitive salary and equity at [\[Company Name\]](#)
- Significant influence over the team's technical direction and tool choices
- Annual learning budget for conferences, courses, and books
- Flexible remote or hybrid work arrangements
- Comprehensive health, dental, and vision insurance
- Generous PTO and company-wide recharge weeks

Interview Process

1. Recruiter phone screen (30 min)
2. Technical conversation with hiring manager or Director of Engineering (45 min)
3. System design round: design a system for a realistic product requirement (60 min)
4. Code review exercise: review a pull request and provide feedback, or pair program on a real-world problem (60 min)
5. Leadership and collaboration round: discuss how you lead technical decisions and mentor engineers (45 min)
6. Team meet-and-greet (30 min)