



Job Description

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Job Title: Engineering Manager

FLSA Status: Exempt

Department: Product Development

Reports To: Director of Product Development

Location: Princeton, NJ or Remote

Schedule: 9:00 a.m. to 5:00 p.m.

Travel: 0-10%

Summary:

The Engineering Manager will lead and mentor software engineers and oversee the development and maintenance of our products. We are looking for a leader who can help develop our team and foster a culture of innovation and collaboration. As the engineering manager, you will manage the day-to-day activities of the engineering team and collaborate with the business stakeholders to achieve organizational goals.

The engineering team currently consists of 6 engineers and is divided into two groups. The product group works with the Product Manager on our external-facing products, and the Systems group works with our Business Analyst on internal-facing systems integrations and products. We plan to grow the engineering team to a headcount of 10 as quickly as possible. Each team works in a two-week iteration model and follows SCRUM as the basis of our software development process. We use Pivotal Tracker to track development tasks and GitHub to store our codebases. We host our cloud applications and infrastructure in AWS and use multiple modern and not-so-modern tools and services.

Our language system software and mobile apps are built on the Unity framework with C# as the primary language. Our therapy software consists of hybrid mobile applications and a web application platform built with ruby and rails. We deployed our more recent web applications with React and have a few WordPress sites that support internal applications. Most of our current server-side development is in Python with deployments in AWS through the Serverless Framework.

Essential Duties & Responsibilities:

- Build and lead a team of Engineers through hiring, coaching, mentorship, feedback, and career development
- Accountable for the timely delivery of software projects and management and allocation of the technical resources within the organization.
- Establish team metrics, set goals for team members, perform reviews and ensure accountability within the team
- Cross-functional collaboration with Product Management, Business Analysis and Customer service teams throughout the entire software lifecycle.

Other Duties & Responsibilities:

- Drive your team to innovate and deliver roadmap features with agility and high quality.
- Drive efficiencies in the development team with tools, processes, and effective resource management.
- Actively mentor more junior members of the team, improving their skills, their knowledge of our systems, and their ability to get things done, and their career growth and development.

cont.



Job Description (cont.)

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Skills and Competencies:

- Well versed and experienced at applying Agile tools and mental models to take on the problems of an engineering organization
- Experience mentoring and supporting peers and engineering teams, encouraging the best engineering practices
- Experience managing remote or distributed teams.

Education & Certifications:

B.S. in Computer Science or related field or relevant industry experience.

Required Experience:

- 3 years of hands-on technical leadership and people management experience.
- Minimum of 7 years programming experience in building web, mobile, and cloud-based applications.

Last Updated: 7/12/2021