

Head of Engineering

This is a senior leadership role in the key technology division of SIG. Technology will be the frontier development engine of the company and a key differentiator in our growth strategy.

We are seeking an experienced and strategic leader who is capable of harnessing the latest technologies to create innovative and change delivering products that disrupt the market. The ideal candidate will bring a strong balance of high-level strategic vision and hands-on execution, with expertise in AI, coding and team management.

Responsibilities:

- Set the technical vision and strategy and provide day-to-day leadership for the tech division responsible for design, development, and delivery of complex engineering solutions
- Oversee, scale, and manage a high-performance team of engineers and developers
- Manage team-level OKRs (Objectives and Key Results) to ensure deadlines are set and being achieved
- Partner with the Product and leadership teams to drive design and development of new fit-for-purpose digital solutions (from prototypes to production) to provide new groundbreaking products for our customers
- Recognize and manage all technical Intellectual Property rights across infrastructure used for development and delivery, in collaboration with Legal and third-party stakeholders.
- Assist the Head of Product by informing strategic and product roadmaps, flagging potential pitfalls and inefficiencies, and implementing methods to streamline execution
- Serve as a thought partner to the leadership team with specialist advice on the complex, multi-faceted engineering issues that can inform our overall technical engineering strategy across the lifecycle, with respect to where the industry is moving and competitor landscape.
- Build sustainable structure for the future of the engineering organization as we grow
- Create career path plans for roles within the engineering team and mentor them on their technical skills, strategy, collaboration, and leadership so they can actualize their career goals
- Help foster a strong engineering culture with retrospectives, postmortems, lunch and learns, and consistent coding standards with an exceedingly high bar for quality, ownership, and bias for action
- Act as the primary point of contact for our Science Leadership on any engineering-related research needs and content requests
- Accelerate technical discovery and innovation to increase the adoption of new and emerging technologies that have both relevance to and impact on the engineering team, the whole organization, and our offerings
- Assist in generating interest and support for Tech and Innovation work inside the organization
- Attract and develop best-in-class talent and inspire team to achieve substantial business impact.

Qualifications & Skills:



- 7+ years of experience recruiting, building, and managing engineering teams
- Advanced degree (or bachelor's degree with equivalent professional or military experience) in Computer Science, Engineering, Mathematics, Physics, or a related field
- High competence and understanding of the latest ML and AI developments
- Strong understanding of complex enterprise organizational infrastructure and architecture environments
- Experience leading architecture planning and discussing trade-offs between engineering and business goals.
- Experience developing and debugging a high quality, scalable technology solution in a data-heavy environment.
- Excellent communication skills and ability to shape actionable recommendations about complex issues critically and concisely.
- Proclivity to mentoring and empowering team members and other colleagues.
- Experience with AWS technology stack
- Demonstrated experience managing complex projects and developing successful partnerships within and across functional areas
- Self-motivated, flexible, and proactive with minimum oversight requirements
- Commitment to excellence and attention to detail, while understanding how to balance it with execution against tight timelines
- Can-do attitude with collaborative, problem-solving mindset open to giving candid feedback
- Kindness, passion, and sense of ownership and pride in your work
- Willingness to learn in evolving digital space and take the time on your own to grow your knowledge base

