# Engineering Productivity Manager

Engineering Productivity Manager is a role that leads a team focused on building software infrastructure to help improve engineering velocity and product excellence.

**Technical responsibilities:**

* Understand the main bottlenecks of the team in development environments to be able to create a productivity improvement plan.
* Design and build tooling and infrastructure to help engineering teams measure and increase their velocity.
* Develop tools to understand, model, and replicate production traffic patterns in pre-production environments.
* Work along with the Automation Team to design and build advanced automated testing frameworks.
* Automate and remove repetitive and manual tasks to minimize inefficiency.

**Management responsibilities:**

* Manage, motivate, coach and mentor the team and support their professional growth and career development.
* Set and fulfil the engineering hiring plan, including: staffing, recruiting, interviewing, onboarding and engagement of top talent.

**Technical experience required:**

At least 10 years of experience optimizing processes on the following environments or technologies:

* Web development in general (Nginx, PHP, Java, Scala, NodeJS, ReactJS, Python, Ruby, etc).
* AWS.
* UNIX environment.
* Infrastructure as a code: Terraform, Cloudformation, Protosphere, etc.
* Automating deployment, scaling, and management of containerized applications: Docker, Kubernetes, etc.
* Configuration management tools: Chef, Ansible, etc.
* Scripting experience (Bash, Python, Go, Ruby, etc).

**Management experience and other soft skills required:**

* At least three years of experience in being an Engineering Manager or Technical Leader or coaching engineering teams.
* At least three years of experience in project management.
* Growth mindset: embrace feedback as a tool for personal and professional growth.

**It will be a plus:**

* Having finished a degree in: computer science, software engineering, or similar degree.
* Previous experience working with startups culture and the entrepreneurial ecosystem.
* Fluent english and/or portuguese speaker.