

Dear Hiring Manager,

I'm reaching out about the Engineering Manager position. With my hands-on approach and track record of building high-performing teams, I believe I'd be a great fit for this role.

In my current gig at Payjoy, I've scaled our engineering team from 3 to over 30 developers across multiple squads. This experience has given me a solid foundation in delivery and execution. I'm all about taking ownership and making things happen, working closely with our tech leads to ensure we're hitting our marks.

When it comes to engineering excellence, I'm not one to settle. I've set up training programs and mentoring systems that have significantly upped our game. For instance, I spearheaded the implementation of a company-wide project management workflow using JIRA, which got all our devs (over 90 of them) on the same page. This kind of initiative is right up my alley - I love setting a high bar and making sure everyone knows what we're aiming for.

Lastly, I'm a big believer in sharing knowledge and best practices. In my time at Payjoy and in my previous roles, I've always looked for ways to contribute to company-wide standards and practices. Whether it's through formal channels or just chatting with other managers, I'm always looking to learn and share.

I'm stoked about the possibility of bringing my brand of hands-on leadership to your team. I reckon my experience in scaling teams, fostering excellence, and driving both technical and people growth could be a real asset.

I have been always a big fan of monzo over the years, I think on their DNA is to do things differently, and I would feel honored to have an opportunity in such a life changing company for their customers.

Looking forward to chatting more about how I can help drive your team's success.

Cheers, Francisco Castaneda