**Job Objective:**

* To lead Pixlr Group's global technology strategy and execution with a base in Malaysia, ensuring scalability, resilience, and innovation across all products and platforms.
* To build and manage a hybrid team of employees and independent contractors, aligning technology delivery with business goals and product vision.
* To represent technology leadership in strategic discussions with internal and international stakeholders, including the Chief Product Officer (CPO).

**Job Scope:**

* Technology strategy and execution
* Engineering leadership and team development
* Infrastructure architecture and resilience
* Product integration and agile delivery
* Vendor management and technology budgeting
* Cross-functional and international stakeholder alignment

**Job Description:**

1. Technology Strategy & Leadership
   1. Develop and execute technology vision aligned with product innovation and company growth.
   2. Collaborate closely with the CPO and other business leaders to translate product roadmaps into scalable technology solutions.
   3. Lead adoption of emerging technologies to maintain competitive advantage (e.g., AI-assisted design, automation, platform interoperability).
2. Engineering Team & Culture
   1. Build and manage a high-performing engineering team with a strong cultural fit, based in Malaysia and globally.
   2. Transition from IC-based structure to a balanced in-house model where appropriate.
   3. Foster an engineering culture that balances delivery speed with quality and technical excellence.
3. Infrastructure & Technical Operations
   1. Oversee infrastructure design for availability, security, and cost-effectiveness (e.g., cloud orchestration, system observability, zero-trust frameworks).
   2. Ensure operational performance across uptime, latency, and scalability metrics.
   3. Maintain business continuity and data protection compliance across jurisdictions.
4. Product & Agile Delivery Integration
   1. Align engineering sprints and releases with product development cycles.
   2. Ensure the development of modular, testable, and maintainable codebases across front-end, back-end, and DevOps pipelines.
   3. Champion agile principles and iterative delivery.
5. Budgeting, Procurement & Vendor Oversight
   1. Lead IT budgeting processes, cost optimisation, and procurement decisions.
   2. Evaluate and manage vendor and platform partnerships to support business operations.
   3. Ensure alignment of tools and services with operational and financial goals.
6. Stakeholder Communication & Governance
   1. Represent the technology function in Board and C-level meetings.
   2. Partner with international stakeholders, including the Chief Product Officer and other C-level peers, to ensure cross-functional alignment.
   3. Deliver technology updates, risks, and opportunities in clear, executive-level formats.
7. Accept all other duties as assigned by the Line Manager or any of its authorised officers.

**Key Performance Indicators (KPIs)**

* Timely execution of product-integrated technology initiatives.
* System reliability metrics (uptime, latency, critical incident response).
* Team health indicators (engagement, retention, productivity).
* Documented architecture standards and audit trails.
* Stakeholder satisfaction across internal and external functions.
* To be confirmed at point of offer and aligned with departmental goals.

**The Person:**

* Minimum 10 years in progressive technology leadership roles, including at least 3 years in a senior executive position.
* Proven experience managing distributed and multicultural engineering teams.
* Strong familiarity with full-stack architectures, cloud platforms, and modern engineering practices (e.g., CI/CD, microservices, containerisation).
* **Technical Expertise**:
  + Strong background in software development, system architecture, and infrastructure management.
  + Demonstrated hands-on experience in coding, debugging, and addressing complex technical challenges using the following tech stack:
    - * **Front-End**: ReactJS and NextJS for building responsive, high-performance user interfaces.
      * **Back-End**: NodeJS and NestJS for developing scalable APIs and server-side applications.
      * **Cloud Infrastructure**: AWS for managing cloud services, scalability, and deployment.
      * **Containerization**: Docker for streamlining development, testing, and deployment workflows.
      * **Database Management**: MySQL for reliable data storage and management.
      * **Additional Back-End Technologies**: PHP for legacy systems and Python for AI and data-driven components.
  + Proficiency with agile methodologies and modern development practices.
  + Experience with cloud computing, cybersecurity protocols, and data management best practices.
* Keeps up with technological advancements; able to contribute hands-on if required.
* Excellent communication, stakeholder management, and leadership skills.
* Based in Malaysia and able to engage effectively with both local and global teams.
* Strong alignment with Pixlr Group's vision, mission, and values:
  + **Vision**: Transform content creation with AI-powered solutions, making it efficient and accessible for everyone.
  + **Mission**: Empower content creators of every skill level by advancing design capabilities through AI, innovation, and exceptional applications.
  + **Core Values**: Innovation, Empowerment, Accessibility, Collaboration, Integrity, Sustainability.
  + **Cultural DNA**: Embrace Creativity, Champion Collaboration, Commit to Continuous Learning, Drive Positive Impact, Embrace Innovation.

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