## **About the job**

Company At a Glance  
  
OpenX is focused on unleashing the full economic potential of digital media companies. We do this by making digital advertising markets and technologies that are designed to deliver optimal value to publishers and advertisers on every ad served across all screens.  
  
At OpenX, we have built a team that is uniquely experienced in designing and operating high-scale ad marketplaces, and we are constantly on the lookout for thoughtful, creative executors who are as fascinated as we are about finding new ways to apply a blend of market design, technical innovation, operational excellence, and empathetic partner service to the frontiers of digital advertising.  
  
OpenX is looking for a Data Science Director with experience in the ad tech programmatic ecosystem to lead the Machine Learning team within the Engineering organization. You will partner with a talented cross-functional team of scientists, engineers, product managers and business stakeholders to develop Machine Learning products to power OpenX’s ad marketplaces business.  
  
The role, while remote, is schedule-centered in the US Eastern time zone.  
  
Key Responsibilities

* Develop the ML vision and strategy, and partner with the Product team to develop and execute the ML team’s roadmap
* Guide the development of ML products from inception to maturity under an aggressive timeline
* Lead multiple teams of data scientists, providing guidance, mentorship, and support to foster their professional growth.
* Set clear goals and expectations for your teams, and ensure timely delivery of high-quality work.
* Innovate on ML models and algorithms, ensuring scalable and validated solutions.
* Foster a collaborative and inclusive team culture that encourages innovation, knowledge sharing, and continuous learning

Required Skills & Qualifications

* Ph.D. in Computer Science, Physics, Mathematics, Operations Research or related technical field with 10+ years of relevant experience
* Experience in the ad tech programmatic ecosystem with an emphasis on buyer-facing products
* Strong track record of developing ML products from inception to maturity with proven business impact under an aggressive timeline
* Extensive experience with ML techniques, particularly in the context of DNNs that integrate with high throughput, low-latency systems
* Strong communication and presentation skills — proficient in analysis and summarization of the key points of a data set or experiment result
* Fluency in SQL and programming experience in Python

Preferred Skills & Qualifications

* Experience working with a cloud platform like GCP / AWS / Azure
* Familiarity with other programming languages such as Java and Golang

$212,500 - $250,000 a year

Pursuant to the San Francisco Fair Chance Ordinance, Los Angeles Fair Chance Initiative for Hiring Ordinance, New York Fair Chance Act, and any other state or local hiring regulations, we will consider for employment any qualified applicant, including those with arrest and conviction records, in a manner consistent with the applicable regulation.

OpenX is committed to fair and equitable compensation practices. For applicants in New York, New Jersey, California, and Colorado, the base salary range is $212,500 - $250,000 per year + bonus + equity + benefits. A candidate’s salary is determined by various factors including, but not limited to, relevant work experience, skills, and certifications. The salary range may differ in other states.

A summary of our benefits, which include medical, dental, vision, 401k, equity and more, can be viewed here: https://www.openx.com/company/careers/ A candidate’s salary is determined by various factors including, but not limited to, relevant work experience, skills, and certifications.

OpenX VALUES

Our five company values form a solid bedrock serving to define us as a group and guide the company. Our values remind us that how we do things often matters as much as what we do.

WE ARE ONE

We are one team. There are no exceptions. We are a group of strong and diverse individuals unified by a shared mission. We embrace challenges and win together as a team. We respect and care about our colleagues and cultivate an inclusive culture

WE ARE CUSTOMER CENTRIC

We innovate on behalf of our customers. We understand, respect, and listen carefully to our customers. We build great products to solve our customers’ problems. We manage our customers’ expectations clearly and honestly. We are a trusted partner to all of our customers - we act with integrity at all times. We care.

OPENX IS OURS

We are all owners of OpenX

We all have a voice to improve OpenX

We stake our personal and professional reputations on the excellence of our work

We are not interested in just "doing our jobs"; we take ownership to drive results

WE ARE AN OPEN BOOK

We understand and respect what each of us does. We are eager to teach and share what we know with others, both internally and externally. We are eager to learn from others and we ask questions internally and externally.

WE EVOLVE FAST

We take responsible risks and own and learn from our mistakes. We recognize and repeat success. We actively seek out and provide constructive feedback. We adapt quickly and embrace change. We tackle growth and learning with real urgency. We are endlessly curious.

OpenX TRAITS

Our three traits capture what makes a great team member at OpenX.

HUMBLE

Ideal team players are humble and demonstrate integrity. They put the team's success above their own, share credit generously, and value collective achievements. They are self-assured, open to coaching, and committed to continuous learning.

DRIVEN

Ideal team players are results-driven and motivated. They are curious, always seeking more to do, learn, and take on. As proactive problem-solvers, they take initiative without needing external motivation. They continuously think about the next steps and opportunities for improvement.

SMART

Ideal team players are smart and possess the intellectual acumen to understand the complexities of our organization and industry. They are interpersonally intelligent, good communicators, and exemplify sound judgment in their interactions across the company to foster a collaborative environment.

OpenX is committed to equal employment opportunities.

It is a fundamental principle at OpenX not to discriminate against employees or applicants for employment on any legally-recognized basis including, but not limited to: age, race, creed, color, religion, national origin, sexual orientation, sex, disability, predisposing genetic characteristics, genetic information, military or veteran status, marital status, gender identity/transgender status, pregnancy, childbirth or related medical condition, and other protected characteristic as established by law.

OpenX Applicant Privacy Policy

Applicants can review our Applicant Privacy Policy at any time by visiting the following link: https://www.openx.com/privacy-center/applicant-privacy-policy/ .

Effective Date: November 21, 2024