Front-End Team Lead (React)

Orion Global Solutions · Enterprise Digital Products

LARGE CORPORATE ENVIRONMENT   Build
and lead the next generation of our flagship
enterprise web platform.

TEAM LEAD   **FRONT-END ENGINEERING**   **REACT, TYPESCRIPT**   **LEGACY ANGULARJS**

PERMANENT · FULL TIME

Location: New York, NY (Hybrid: 3 days onsite) · Open to relocation assistance

Orion Global Solutions is a Fortune 500 technology and services company powering mission-critical operations for clients in finance, healthcare, and logistics across 40+ countries. We are seeking an experienced **Front-End Team Lead** to own and evolve the UI for our flagship enterprise product suite.

In this role, you will lead a small but growing front-end team, modernize a large-scale React application, address legacy AngularJS modules, and champion front-end best practices across the organization.

> You will be the senior-most front-end engineer on the product, with direct influence over architecture, standards, and the technical direction of the UI platform.

What you will do

- Lead a team of 4–6 front-end engineers delivering features for a high-traffic enterprise web application.
- Own and evolve our React-based front-end architecture, establishing patterns, standards, and guidelines.
- Define and roll out front-end best practices: code quality, testing strategies, performance, accessibility, and CI/CD.
- Plan and oversee the gradual migration of key legacy AngularJS modules to modern React/TypeScript.
- Collaborate with product, UX, and back-end teams to plan and deliver complex, multi-quarter initiatives.
- Conduct design and code reviews, provide ongoing technical coaching, and grow the capabilities of the team.
- Partner with Architecture and Platform Engineering to improve our design system, component library, and tooling.
- Monitor and improve application performance, bundle size, and perceived responsiveness.

- Drive quality through automated testing (unit, integration, and end-to-end) and robust release practices.
- Represent front-end engineering in cross-functional planning and architecture forums.

What we are looking for

Must-have qualifications

- 10+ years of professional experience in front-end or full-stack web development.
- 3+ years in a formal leadership capacity (team lead, tech lead, or engineering manager).
- Deep expertise in **React**, modern JavaScript (ES6+), and component-based architectures.
- Practical experience working with or migrating from **AngularJS** (1.x).
- Strong proficiency with **HTML5, CSS3, and responsive design** for complex web applications.
- Hands-on experience with **TypeScript** in production systems.
- Proven track record of introducing and enforcing engineering best practices in a large codebase.
- Experience working in a large corporate or enterprise environment with multiple stakeholders.
- Ability to design scalable front-end architectures and API integration patterns.
- Excellent communication skills and the ability to influence and mentor engineers at different levels.

Nice-to-have experience

- Background with state management libraries (Redux, Zustand, or similar) and query libraries (React Query, SWR).
- Experience with design systems and component libraries (Storybook, internal UI kits, Material UI, Chakra, etc.).
- Familiarity with Node.js build tooling (Webpack, Vite, Babel, ESLint, Prettier) and CI/CD pipelines.
- Exposure to micro-frontend architectures or modular monolith front-ends.
- Solid understanding of accessibility standards (WCAG) and building inclusive user interfaces.
- Experience in regulated industries (finance, healthcare, insurance, or government) is a plus.

How you work

- You are comfortable operating in and improving a large existing codebase rather than only greenfield work.
- You think in systems and standards, not one-off solutions, and advocate for long-term maintainability.
- You value code review, documentation, and knowledge sharing as part of your daily practice.
- You can break down complex initiatives into clear, prioritized milestones for your team.
- You balance technical excellence with business impact and can articulate trade-offs to stakeholders.

Role details
- **Title:** Front-End Team Lead

- **Department:** Digital Products & Platforms
- **Reports to:** Director of Engineering
- **Team size:** 4–6 engineers to start
- **Employment type:** Full-time, exempt

Core tech stack

- React, React Hooks, TypeScript
- Legacy AngularJS (1.x)
- HTML5, CSS3 / SASS, CSS-in-JS
- RESTful APIs, JSON
- Jest, React Testing Library, Cypress (or similar)
- Webpack/Vite, ESLint, Prettier
- Git, GitHub/Bitbucket

Compensation & benefits

- Competitive base salary + annual performance bonus
- Equity participation in long-term incentive plan
- Comprehensive health, dental, and vision coverage
- 401(k) with company match
- Generous PTO, company holidays, and paid parental leave
- Education budget for conferences, courses, and certifications
- Hybrid work model, flexible hours, and modern office space

Application process

We aim to make decisions within 3–4 weeks.

- 30-min conversation with a senior recruiter
- 60-min technical and architecture deep-dive with Engineering Director
- Virtual panel with senior engineers and product stakeholders
- Final cultural and leadership interview with VP of Engineering

Apply Now   Save for Later

Or email your resume and a short note to **careers@orionglobalsolutions.com**

Work authorization

We are currently able to consider candidates with existing work authorization in the United States. Visa transfer support may be available for exceptional candidates.

Equal Opportunity

Orion Global Solutions is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. (EEO)