

# Engineering Manager

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## Job Description

*(Please build your resume with Careerflow.ai's resume builder and specifically showcase why you're a fit for this role before applying. We receive a high quantity of applicants and this is your best bet at getting noticed)*

## Company Description

Careerflow.ai is an all-in-one career platform acting as your "Career Copilot". Our platform simplifies the job search process for professionals by either automating or augmenting parts of the process, such as AI-driven resume and profile improvements, job application tracking and management, among other things.

We are a US-based startup with a team based in Delhi, India. We have helped over 900,000+ individuals in optimizing their job search process, through a combination of a web application and Chrome browser extension.

Along with our product, we also provide high-quality expert-led career services.

Additionally, we work with universities, higher education, non-profits, bootcamps, career coaches, etc., to provide them a data-driven platform for the career success of their associated members.

## Why Join Us

- Be part of a cutting-edge AI company with an innovative team dedicated to transforming the recruitment and career development industry.
- Work in a fast-paced, mission-driven startup
- Contribute to a platform that's revolutionizing job-seeking, hiring processes, and professional growth.
- Collaborate with a global, diverse, creative, and forward-thinking team
- Drive meaningful impact on the future of careers

## Role Description

This is a full-time hybrid role for an Engineering Manager at Careerflow.ai, a venture-funded startup based in NSP, New Delhi with flexibility for hybrid work. As an EM, you will be responsible for leading the entire technical team, encompassing all of backend, frontend, and AI development, as well as leading the QA and Infrastructure/Cloud efforts. You will define the technical strategy,

ensure seamless execution, and foster a culture of innovation and collaboration, reporting directly to the CEO.

We are looking for an experienced technical leader with a strong backend focus and a proven ability to oversee and guide engineering efforts while truly being passionate about working in a fast-paced startup environment with a focus on ownership and leadership.

This is a highly critical role in a fast-paced and fast-growing startup that requires your utmost passion, dedication, and highest level of commitment for you to be successful. You will have a lot of responsibility and autonomy to operate, and will be expected to produce your life's best work.

## **Responsibilities**

- Provide end-to-end technical leadership, including overseeing the full spectrum of technology development including but not limited to frontend (Web apps, chrome extensions), backend, AI technologies, ML models, cloud infrastructure, and QA efforts.
- Define and implement technical architecture, ensuring scalability, security, and performance of all systems.
- Lead the development of backend systems, APIs, and data pipelines using Node.js (Typescript) and Fast API (Python), while guiding frontend integration efforts.
- Collaborate with cross-functional globally situated teams, including product and design, to deliver seamless and user-centric solutions.
- Build engineering teams, mentor them fostering a high-performing and collaborative culture.
- Drive the adoption of best practices in coding, testing, deployment, and system monitoring with both an automated approach as well as cultural approach.
- Oversee big data technology, analytics, and monitoring integration, such as BigQuery, Amplitude Analytics, ClickHouse, and Looker, for analytics and performance optimization.
- Ensure efficient CI/CD processes, Git workflows, and automated deployment pipelines.
- Act as the technical point of contact for stakeholders, aligning technical goals with business objectives.
- Drive the integration and application of AI-driven technologies to enhance platform intelligence and user experience. This includes both state-of-the-art Large Language Models (LLM) integrations as well as managing and handling of custom development of in-house Machine Learning (ML) models as needed.
- Lead initiatives like SOC-2 Compliance, Third Party Vendor coordination, Communication with customer technical Point-of-contacts, and more.

## **Tech Stack:**

- Frontend: React, Zustand, Tailwind, Chrome Extensions, Playwright
- Backend: Node.js, Fast API (Python), Pandas, Numpy, PyTorch

- AI Services: OpenAI, Llama, Claude, Langchain, Langsmith, Agentic workflows, ElevenLabs, and more.
- Infrastructure: Google Cloud Platform (GCP), Firestore, Cloudflare, ClickHouse
- Automation: Playwright, Github actions

## **Qualifications / Requirements**

- 6+ years of experience in software development, including 2+ years in a technical leadership role.
  - Proven expertise in designing, building, deploying, and managing large-scale production systems serving millions of users with 99.99% uptime.
  - Proven experience in integrating and deploying AI-driven solutions within scalable Systems.
  - Expertise in backend technologies (e.g., Node.js, Python) with a strong understanding of microservices and API design for scalability and reliability.
  - Proven experience leading technical teams across backend and frontend development.
  - Solid understanding of cloud platforms (Google Cloud/GCP), Firebase, and database systems like Firestore and SQL/NoSQL.
  - Familiarity with frontend development concepts and frameworks to effectively guide the full-stack team.
  - Experience with CI/CD pipelines, Git workflows, and deployment strategies.
  - Strong problem-solving skills, excellent communication, and a collaborative mindset.

## **Preferred Qualifications**

- Experience working in a scale-up startup environment where you've led the development of a product from 0-1 and then subsequently from 1-100.
- Ability to communicate effectively to non-technical stakeholders, technical stakeholders, as well as external customers and third parties.
- Knows how to motivate and drive an engineering team to deliver on schedule and go above and beyond in their work.
- Experience working in asynchronous, remote teams.
- Advocate for code quality, system security, and best practices in software development.

## **A Note on Location**

You will be required to work from an office up to 3 days a week in **Delhi, India**, with general flexibility to work remotely from time to time. General expectations are that you would need to work 6 days a week on average, with US overlap.