

Engineering Manager

Technology

Reports to:	Position Level:	Direct Reports:	Location:	Job Code:
Head of Engineering	People Leadership Group	Yes	Auckland / Wellington / Christchurch	TMB7

Who is Trade Me?

Trade Me delivers value to Aotearoa through helping Kiwi create the life they want, whether that's finding a property, vehicle, career or new and used goods. Our vision is to be the place "where Kiwi look first".

Our Values:



Customer Aroha



No 'I' in Trade Me



Don't be a dick



Hunger like Ed

Why this role is important:

You're a leader within one of Trade Me's business units, responsible for empowering the engineering team to deliver top quality products that create value for customers, evolving our engineering practices to increase our speed to customer value, and ensuring the long term health of our technical platforms. More importantly, you are developing technical leaders in your team to give them direction and guidance for future growth. You help align different functions such as delivery, technical, and people leadership to maximise the value and reduce the friction between streams of work.

What success will look like:

- You're responsible for leading a team of up to 7 LSEs and/or engineering leads.
- You work alongside product and delivery managers to establish technical oversight and governance for our ways of working, platform and product initiatives.
- You work with people leaders to formulate upskilling, recruitment, and retention plans to serve your team's current and future skills needs.
- You're responsible for alignment of the technical direction in a particular and large scale business and/or technical domain.
- You maintain a productive, diverse, and psychologically safe working environment for development teams.
- You coach or mentor LSEs and engineering leads from people, and technical leadership perspectives.
- You represent the technology perspective on a higher management level.
- You ensure the team uses appropriate engineering practices, invests in continual improvements to tooling or technical debt, and that the system evolves to meet its changing needs and environment.
- Your team is effectively balancing new product development, and maintaining the health of our systems.
- We have a clear roadmap to strengthen our technical platform, tools and engineering practices, aligned with Trade Me's overall engineering direction.
- The products your team delivers meet Trade Me's code quality, analytics, security, and performance standards.
- We have a strong and evolving engineering practice that delivers speed to customer value
- You are looking ahead of the curve for new technologies and innovations to stay relevant to customers.
- You are a role model working collaboratively across the organisation and have built very strong relationships with your peers and other teams.
- You're investing quality time in growing each individual in your team
- You're seen as a champion of our values, living these daily.

What you'll bring with you:

Critical Competencies:

- The ability to build strong alignment with your team to a company's vision and strategy.
- Excellent leadership qualities including a drive for results, communications, coaching, strong decision making, and the ability to identify and implement organisational improvements.
- A strong alignment with our values and a leadership style that keeps these at the forefront.
- Results-oriented with great commercial acumen
- A great communicator, team player and influencer across the business, with the ability to gain the respect and trust of people of all different skill-sets and levels of seniority.
- Energetic and optimistic, with the ability to inject energy into your surroundings & inspire those around you.
- Strategic, with an ability to feed into Trade Me's overall strategy, build a clear technical vision, the plan to get there and inspire a diverse team to achieve this.
- Curious and creative in bringing the newest technology and innovation at the right time.
- Strong technical background: ability to work with other technical leaders and PSEs around the business to formulate and establish high-impact architecture and technical practices.
- Strong people's leadership skills: ability to build and maintain strong and high performing teams.
- Ability to work in a hybrid of partnered and in-house development squads or you have had previous experience working with vendors.

Experience:

- An experienced practitioner (10+ years) in engineering practices; with strong technical skills and a deep understanding of architecture and engineering practices.
- People's leadership experience (5+ years) of medium to large technical teams (7+).
- Ability to work with partners across multiple time zones when required
- Ability to travel within NZ occasionally, when required.