Lead Software Engineer

Technology / Marketplace / Property / Motors / Jobs

Reports to	Position Level	Direct Reports	Location	Job Code
Engineering Manager	Team Member	No	Auckland / Wellington / Christchurch	TMB6

Who is Trade Me?

Trade Me is New Zealand's most influential e-commerce platform, and our vision is to be the place 'Where Kiwis look first'. We want to be the first place that Kiwis find a job, a rental property, a new house, or a new car, the first place Kiwis want to work and where they go first to buy and sell new and used items.

Our Values:

Customer Aroha

There's no "I" in Trade Me

Don't be a dick

Hunger like Ed Hillary

Why this role is important to us:

At Trade Me, the role of Lead Software Engineer is critical to our commitment to sustainable engineering and customer-centric innovation. You have a significant influence, impacting both our platform and the lives of Kiwi users. Collaborating with the product team, your leadership will ensure enduring software solutions, aligning with customer needs and laying a resilient foundation for the future.

You work alongside other Lead Software Engineers, our Architects and Principal Engineers as part of our wider engineering leadership team. You help steer Trade Me's technology towards sustainable and adaptable solutions.

This role goes beyond technical expertise; it's about nurturing your team's technical growth. Balancing technical know-how with strong interpersonal skills fosters an environment where engineers flourish. You build and promote a culture of trust and cooperation, fostering team effectiveness and happiness across the organisation.

What you'll do:

Technical Skills and Engineering Leadership
- **Architectural Design & Technical Decision-Making**: Draft, communicate, and execute architectural decisions focusing on scalability, sustainability and adaptability.
- **Engineering Best Practices:** Champion a positive Developer Experience (DevEx) for engineers in your area of ownership using engineering metrics, best practices and continuous delivery principles.
- **Trade Me Technology Principles:** Actively incorporate our tech principles into our DevOps, CI/CD, and architectural decisions with a specific focus on reducing coupling and cognitive load; and improving our ways of working and operability of our systems.

Technical Planning / Get Things Done
- **Ship Code:** Stay hands-on, and contribute to your team's SDLC by developing, testing, and deploying artefacts.
- **Get Things Done:** Guide your team to deliver high-quality, large-scale changes, refactors and upgrades spanning multiple cycles. Do this by ensuring best practices around project scoping, estimation and stakeholder coordination.
- **Product Mindset and Outcome-driven:** Partner with product owners and ensure your team slices and delivers work to get quick customer feedback and deliver customer value fast. Leveraging best practices like OKRs to create alignment with an outcome-based focus.
- **Discovery:** Work with product managers during discovery to help with feasibility, capacity, and risk management of initiatives.

Impact and Influence
- **Governance:** Define and implement engineering guardrails and guidelines to enable your team to move fast and safely and manage delivery risks.
- **Engineering Family:** Help improve Trade Me's engineering practice and processes across the organisation.
- **Technology Strategy:** Collaborate with senior technology leaders to ensure Trade Me's technology strategy takes advantage of new opportunities and disruptions.
- **Community of Practice:** Be active in the community of practices in your area of expertise to move the organisation towards excellence.

People Leadership
- **Technical Mentorship:** Provide hands-on technical guidance and mentorship to engineers, liaise with Development Managers to support and mentor engineers in their career progression journey, and offer objective feedback for their skill level assessment.
- **Multiplier Effect:** Foster high performance by unlocking the potential of others, challenging them while creating a blameless operating environment.
- **Talent Acquisition:** Collaborate with Development Managers to assess the technical competencies of potential applicants.
- **Recognition & Feedback:** Recognise and celebrate team efforts and promote desirable behaviour.

Operational Excellence
- **Improve Operability:** Make sensible operational improvements for your systems based on data about both the customer, systems and day-to-day engineering processes

- **Technical Debt Management:** Address technical debt through best practices ensuring clarity around the debt and surfacing risks and opportunities.
- **On-Call Responsibilities & Incident Management**: Participate in the on-call schedule in your area of ownership, and follow best practices for managing relevant incidents.

What success will look like:

- **Architectural & engineering best practices are defined and followed under your technical leadership in your team.**
- Your team delivers innovative platform features and enhancements in line with a long-term vision aligned with the broader Trade Me strategy.
- Your applications are stable, scalable, and performant, resulting in an excellent customer experience.
- Your team delivers robust, maintainable, high-quality code through standardised development processes, code quality standards, and effective testing methodologies.
- You demonstrate success through metrics used for continuous improvement using industry trends, emerging technologies and best practices to remain cutting-edge.
- You're a respected technical leader who inspires and guides team members by living our values daily.
- Your mentorship efforts lead to the growth of team members' skills and professional development. Your guidance and support empower team members to take on more responsibilities and contribute meaningfully to the platform's evolution.
- You foster a culture of empowerment, collaboration, innovation, and continuous improvement and support your team members' professional development.
- You ensure and foster a diverse and inclusive environment where health & safety is fundamental in how you operate.

What you'll bring with you:

Critical Competencies:
- **Decisive and Action-oriented:** Make and lead timely decisions considering the cost of delay, risk and other involved parties.
- **Resilience:** Prioritise well-being and take proactive measures to stay healthy and focused.
- **Emotional Intelligence:** Demonstrate empathy by recognising and responding appropriately to team members' well-being.
- **Holistic leadership Approach:** Uphold high integrity and foster an inclusive environment.
- **Interpersonal Skills:** Collaborate, communicate, manage conflict, influence and be adaptable.
- **Software Development Principles**: Best practices around coding, architecture, design patterns and DevOps.
- **Mentoring**: Guide, inspire, and mentor team members by providing constructive feedback and promoting a culture of continuous learning
- **Communication**: Convey complex technical concepts to technical and non-technical stakeholders effectively.

Experience

- **Leadership:** Proven leadership experience with a focus on guiding and inspiring teams, fostering collaboration, and achieving your team's objectives
- **Project diversity:** You've worked in a variety of complex projects with hands-on experience creating applications with consideration for system performance, maintainability, scalability and security.
- **Task variety:** You've been involved in day to day maintenance (BAU) work, large scale refactors to improve the efficiency and quality of systems, feature development and rapid prototyping.
- **Technology exposure:** As well as having expertise and proficiency in your specialist area, you've actively explored a diverse range of language, tools and platforms.
- **Hands on coding:** When it comes to code, debugging and production environments, your peers consider you an expert and come to you for advice and support.
- **Architectural experience**: You've been actively involved in architectural decisions that have a long term impact. You've seen how those decisions impact development for many years to come.