

Lead Software Engineer - Mobile

Technology

Reports to:	Position Level:	Direct Reports:	Location:	Job Code:
Engineering Manager	Team Member	No	Auckland / Wellington / Christchurch	TMB6.2

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 to us:

The Trade Me app is one of New Zealand's largest apps and one in three kiwis have the app on their phone. As a Lead Software Engineer, you will play a pivotal role in shaping the technical and strategic direction of our mobile experience. As the technical leader of the team, you will collaborate closely with your Product Owner to drive forward the organisation's objectives. Furthermore, you work closely with Engineering Managers to formulate, and champion the adoption of engineering best practices. Your leadership, technical expertise, and commitment to engineering excellence will be instrumental in ensuring your team's success.

You will exemplify the qualities of a good engineer and will be expected to instil in others these same qualities – through training, mentoring, and generally being available for advice / help. Most importantly, you will build and promote the culture of trust and cooperation between people across the team and organisation to improve team effectiveness and happiness.

What you'll do:

Technical Skills and Engineering Leadership

- Assume the mantle of technical leadership and ownership and advocate for the implementation and success of engineering strategic initiatives, ensuring that the team's solutions align with the overarching technical vision and objectives.
- Work with relevant technical leaders to articulate complex technical and architectural designs, and to develop and implement a technical roadmap for your platform.
- Lead the advocacy and implementation of engineering best practices across your team. This includes coding standards, design principles, testing methodologies, and development workflows.
- Work with Product Owners during discovery phases to help with feasibility, capacity, and risk management of the Technology roadmap.
- Advocate for continuous delivery and observability practices across teams.
- Own the engineering metrics of your team and advocate for data-informed improvements.

People and Processes

- Contribute to Trade Me's light-weight governance process by drafting and implementing Guardrails, Guidelines, ADRs, and Tech Radar.
- Work closely with other technology leaders to improve the overall Technology experience.
- Liaise with Development Managers to support and mentor engineers in their career progression journey, offer objective feedback for their skill level assessment.
- Collaborate with Development Managers during the recruitment process and evaluate candidates by assessing their technical capabilities.
- Provide hands-on technical guidance and mentorship to engineers, fostering a culture of collaboration, continuous learning, and craftsmanship.
- Actively participate / present in engineering guild and mobile guilds meeting to learn from others around the company and share your knowledge, promoting a culture of engineering excellence.

Delivery and Operational

- Embed within software delivery teams to articulate, plan, develop, test, and release complex solutions.
- Articulate the technical details and opportunity canvases for complex and pan-organisation technical roadmaps.
- Actively advocate and drive Technical Debt management within your immediate squad and organisation and work with the Product Owner to prioritise the remediation plan.
- Implement, maintain, and drive the remediation plans of your platforms' Service Level Objectives (SLOs).
- Work with engineers of all levels to help them with automation and observability best practices.
- Review incidents and post-mortems, recommend, and implement improvements accordingly.
- Participate in on-call rotation to provide timely technical support for emergent issues if required.

What success will look like:

- Have a long-term vision for your mobile applications, ensuring it is relevant, forward-looking, and aligned with organizational strategies.
- Your team drives the development of innovative features, enhancements, and services that align with the product's strategic goals.
- As a respected technical leader within the team, you inspire and guide team members, fostering a culture of collaboration, innovation, and continuous improvement.
- The applications your team maintains are stable, scalable, and performant, resulting in a reliable product foundation that supports business growth.
- Your team supports and adopts standardised development processes, code quality standards, and effective testing methodologies, delivering robust, maintainable, and high-quality code.
- Your team's engineering metrics are actioned upon and used for continuous improvement.
- Service Level Objectives for our mobile applications are maintained within budget or you have actions in place for their improvements.
- 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 are committed to staying current with industry trends, emerging technologies, and best practices. You bring these insights into the team, ensuring the platform remains cutting-edge and adaptable to changing market demands.
- Success is reflected in quantifiable outcomes, such as improved metrics, faster feature delivery, increased platform adoption rates, and higher team satisfaction scores.
- Engineers in your teams feel like they're a valuable part of the technology decision making process.
- You're seen as a champion of our values, living these daily.
- You're creating and fostering a diverse and inclusive environment.
- Health & Safety is fundamental in how you operate.

What you'll bring with you:

Critical Competencies:

- Deep understanding of software development principles, architecture, design patterns, and modern technologies.
- Strong technical knowledge for designing scalable, reliable, and maintainable applications.
- Able to guide, inspire, and mentor their team by setting clear expectations, providing constructive feedback, and promoting a culture of continuous learning and growth.
- Able to convey complex technical concepts to technical and non-technical stakeholders effectively.
- Able to think critically and make informed decisions under pressure.
- Open to adopting new tools and methodologies to enhance the platform's capabilities.
- Practical working knowledge of technologies and practices that are key to Trade Me's technical strategy.
- Excellent communication, mentoring skills and experience supporting developers in their technical career growth

Experience

- **Leadership:** 5+ years of leadership experience in roles 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:** Experience in native development for either Android (Kotlin, Java) or iOS (Swift, SwiftUI, Objective-C).
- **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.