

## Principal Software Engineer

### Technology

| Reports to:               | Position Level:                    | Direct Reports: | Location:     | Job Code: |
|---------------------------|------------------------------------|-----------------|---------------|-----------|
| Architecture Team Manager | Individual Contributor (Principal) | No              | WGTN/AKL/CHCH | 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 to us:

This is a pivotal role designed to provide real technical "depth" to our software development and architecture disciplines. Reporting to the Architecture Team Manager, you will act as the primary authority for some of our biggest technical challenges. You will complement our existing architects to ensure Trade Me has a balanced, world-class technical strategy. As an internal R&D thought leader and consultant, you will shape the roadmap, manage technical debt, and ensure our engineering craft keeps pace with global industry standards.

## What you'll do:

You will step into high-stakes product and platform initiatives and work with your team to understand the challenges, formulate technical plans, and execute them. You will own the end-to-end technical problem-to-solution space. In particular:

- **Technical Platform Strategy & Roadmap:** In close partnership with the Head of Architecture and other PSEs, you will own and formulate a strategy that ensures Trade Me engineering can meet our business goals. You work closely with your Technical Product Owner and team to execute on platform-as-product roadmaps.
- **Architectural Stewardship:** You will own the "North Star" for architecture, promoting scalable and maintainable patterns while ensuring alignment with Trade Me's broader architectural principles.
- **Internal R&D / Consultant:** Act as a high-level consultant for product squads, providing expertise on complex challenges and researching emerging tech to determine what will lift the bar for our users.
- **Engineering Craft:** Demonstrate technical mastery by setting the gold standard for engineering excellence. You'll lead the way in adopting modern practices including modularization, advanced CI/CD and leveraging Artificial Intelligence.
- **Technical Debt Management:** You will proactively identify and prioritize technical debt, surfacing any associated risks working with engineering leaders to ensure our foundations remain robust and performant.
- **Collaboration & Mentorship:** Work alongside other Principal and Lead engineers to foster a unified community, mentoring senior engineers and leading guilds to lift the collective capability of related disciplines.

## What success will look like:

- **Technical Leadership:** You are recognized by the Architecture Team and the wider business as the definitive technical voice for your domain.
- **Healthy & Progressive Platforms:** As a platform owner, you ensure we have systems that meet today's needs and also a cohesive, long-term plan on how we evolve it to meet future demands.
- **Incremental Execution towards Clear Goals:** Technical change is delivered with care to minimise the quantity and complexity of each release stage, with a strong preference for small, managed migrations. All-the-while the overall objective is consistently communicated to both technical and non-technical stakeholders.
- **Capability Uplift:** We see a measurable improvement in the quality and consistency of engineering practices and artifacts over the areas you contribute to through your mentorship and standard-setting.
- **Innovation at Pace:** New features and platform updates are integrated seamlessly, catering for operational concerns as well as the developer experience.

## What you'll bring with you:

### Critical Competencies:

- **Mastery:** You are a master of your craft, and a seriously skillful and experienced practitioner in your technical area of expertise.
- **Visionary Technical Leadership:** You have the ability to see around corners. You understand not just where technology is today, but where it's going, and how Trade Me can get there. This includes a strong sense of how AI will shape not only our system development and operations but also how our engineering practices will have to adapt to meet it.
- **Consultative & Influential:** You excel at leading through influence. You can sit with a squad and help them solve a complex problem, or stand before stakeholders and articulate the "why" behind a technical pivot.
- **Development Stack and System Design Experience:** Deep, practical experience with your chosen language and the related ecosystem and tooling. You understand how to optimise system design to achieve specific requirements and what the trade-offs will be.
- **Pragmatic & Commercial:** You understand that technology serves the business. You can balance "doing it right" with "doing it now," making informed trade-offs that favor long-term stability.

### Experience:

- **Expert Practitioner (10+ years):** A long-standing career in software engineering, with significant experience operating at a Principal or Staff level within high-demand environments.
- **Architectural Roadmap Ownership:** Proven experience defining and delivering long-term technical strategies that have moved the needle for a marketplace or tech-led organization.
- **Collaboration in Complex Environments:** Experience working effectively within an Architecture function and across multiple cross-functional product squads.