

## Engineering Lead

Bay Area (preferred), Remote optional

### About us:

Dispatch Goods is a female-founded circular commerce company. We are on a mission to eliminate packaging waste by designing and building the operating system for reusable supply chain. Our customers include many of the largest grocery and meal delivery companies in the world, prestigious healthcare organizations, and large corporate campuses. Clients love our service, a fact proven by our exceptional net revenue retention numbers, because of our ability to offer –

- **Better** and more convenient end user experience (brands increase revenue)
- **Cheaper** packaging costs vs. buying new (brands decrease costs)
- **Greener** carbon footprint (significantly lower CO2 emissions)

Come join our team and build the technology behind an outstanding product, while also driving high impact change in the world today. Imagine a planet with far less plastic waste and far fewer greenhouse gas emissions annually. We already have backing from some of the leading investors in climate and traditional venture. We would love to add you to our team of changemakers as well.

### About the role:

As our Engineering Lead you will own the execution of software, enabling Dispatch Goods to provide industry leading circular commerce tools. You will be responsible for contributing to the architecture and development of applications, apis, and key features, while coordinating activities across the team and ensuring high quality engineering outcomes for all shipped products. Our Engineering Lead will be expected to operate as a player/coach who consistently tunes team process and culture in ways that improve overall performance. We are a growth oriented company, and our philosophy applies to individuals as well as high level company goals.

## **Key Responsibilities**

- Architecting, implementing, testing, and deploying high quality applications, APIs, and features.
- Produce clean, robust, frontend and backend code. Must take pride in delivering a high level of craftsmanship in your work product.
- Managing other members of the engineering team and adding value through coaching, code reviews, and overall process improvements.
- Leadership role in problem discovery and prioritization. Must be curious about the customer and play a key role supporting the translation of user needs and Dispatch business goals into actionable engineering work
- Leadership role defining and upholding Dispatch's engineering culture and fostering strong product development practices
- Working with technical and non-technical end-users, engineers, designers, and product managers in a cross functional, fast moving, and collaborative environment
- Working with Product and Design to confirm requirements, prioritization, and development of new features

## **Minimum Qualifications**

- Minimum of 8+ years of professional software engineering experience (ideally with Angular, Python, AWS)
- Minimum of 2+ years working in a Engineering Management or Engineering Lead role
- Excellent communication and organizational skills
- Bachelor's or Master's degree in Computer Science, Mathematics, Statistics, Physics, a related field, or comparable work experience.
- Demonstrated ability to solve open-ended, ambiguous problems
- Experience working with non-technical stakeholders to solve acute business problems.

- Enjoys taking initiative, motivated by impact, and is comfortable moving quickly with calculated risk/reward decisions.
- Enthusiastic about working closely with product and operations team members to develop creative solutions to never-before-solved problems in a brand-new problem space

### **Preferred Qualifications**

- Experience with Angular, Django, and AWS
- Experience working in logistics, warehouse management, or manufacturing industries.
- Experience working in both large-scale mature companies and startup environments.
- Strong interest in data pipelines and building with the latest ML models
- Experience working with imaging systems and computer vision libraries
- Systems engineering experience is a plus

The above is representative of our ideal candidate. We encourage all highly-qualified candidates to apply, even if they do not fulfill *all* the listed criteria

Dispatch Goods is committed to nurturing, cultivating and preserving a diverse and inclusive work environment. Empathy and respect for each other is core to our values and a central part of working here every day. The diversity of our employees and applicants is welcomed and encouraged.

Please email [careers@dispatchgoods.com](mailto:careers@dispatchgoods.com) to apply.