Director of Engineering, Platform

Thrive Market is seeking an experienced engineering leader to manage a team of passionate engineers. You will be leading the Backend, Data, and DevOps engineers. Additionally, you will be responsible for building scalable, nimble, and robust e-commerce APIs as part of a platform that delights shoppers at every click.

Our website and award winning mobile applications see millions of unique visitors every month, and our customer growth makes us the fastest growing e-commerce company in Los Angeles. If moving fast and problem-solving at scale excites you, if you thrive in a dynamic environment, and if you have a track record of technical expertise and management responsibility, then Thrive Market would be a great next challenge in your career!

What You'll Do:

- Partner with Thrive Market's VP of Engineering and CTO, as well as other technology leaders, to ensure successful collaboration and alignment of your team's work within the broader technology program.
- Recruit, develop, and retain top engineering talent, empowering your team and supporting career development.
- Foster an atmosphere of accountability and continuous improvement, serving as a coach, mentor and technical advisor.
- Work hand-in-hand with peers to provide a complete, integrated technology platform that follows high code standards when it comes to testability, performance, scalability, automation and code coverage.
- Diagnose and resolve systemic obstacles that prevent your team from delivering high-quality software at a good velocity.
- Create and execute on strategies to continually foster and build trust and transparency between teams, and drive clear direction, proactive communication and healthy collaboration between all groups involved with Platform Engineering initiatives.
- Lead the charge in order to improve high availability, data privacy and disaster recovery initiatives.
- Own the tools and infrastructure (CI/CD, orchestration, automation) to empower and accelerate development, and lead the charge in modernizing our software stack.
- Develop and manage relationships, and maintain healthy collaboration with key external technology partners and 3rd party vendors.

What You'll Need:

- 10+ years in senior infrastructure or platform role at a large scale e-commerce or similar company and will be hands-on when needed.
- 5+ years hiring and managing teams of technical professionals.
- Strong people manager/supervisor, mentor and collaborator, and have excellent people management and leadership skills.

- Proven track record of delivering successfully on a portfolio of projects with multiple stakeholders.
- Compelling communicator with a proven ability to influence others.
- Articulate ideas effectively when presenting to large groups, other executives and business leaders.
- Must be willing to make key strategic decisions, communicate the thinking behind those decisions and then drive the adoption throughout our studio.
- Passionate about building and developing good engineering practices and processes, like test driven development, continuous integration and build/test/release automation.
- Highly proficient in PHP, Java, Python or other high-level languages. Experience with e-commerce engines like Magento/Shopify is a plus.
- Build strong relationships with stakeholders and partners in product management, design, data analytics, and QA to maximize the teams' success.