Director of Data Engineering

The Company

WorkStep is the leading software provider of workforce retention and hiring solutions for the supply chain industry. We're a Series A startup (backed by leading investors) who is disrupting the industry and changing the way companies have traditionally hired and retained their frontline supply chain workers.

Our mission is simple: to make the supply chain a better place to work. How? By helping companies within e-commerce, manufacturing, retail, CPG, transportation, and logistics make better-fit hires and improve their frontline workforce satisfaction and retention.

The Role

WorkStep is a data-first company, and putting data to work is an aspect of everything we do. Our growing Data team is a specialized, cross-functional group that collaborates with a variety of departments to help drive decisions and provide direction for the company. As Director of Data Engineering at WorkStep, you will be instrumental in continuing to build out our analytics and data pipeline capabilities in the short term and laying the foundations for sophisticated data science techniques in the long term.

You will work directly with the CTO to recruit a strong bench of talent, expand our pipelines, model our vast data repositories, and develop mechanisms for bringing critical thinking to all corners of our business operations. The right candidate will have experience-based opinions on how we should collect, move, store, analyze, and leverage data, accelerating the way we deliver insights to our product and business operations.

We are looking for a creative thinker who can develop and execute workable solutions to complex problems that will have an impact in days, instead of a perfect one that might require weeks. The ideal candidate has the acumen to leverage modern techniques to drive business value, but also the experience to bring rigor, maintainability, and scalability to our data operations.

Responsibilities

- Hire, develop, and lead a team of top-tier analysts, data engineers, and data scientists.
- Lead the team to deliver strong results by developing and maintaining a modern data stack that's flexible, scalable, and powerful.
- Partner and influence leadership to ensure team priorities and outputs directly impact company strategy, direction and growth.

- Own the raw data sources and modeling layers that power Business Intelligence for BizOps and Finance.
- Oversee the development of custom software to process and analyze data for both internal and external use.
- Serve as the primary owner of Looker, Mode, and all our internal dashboards and reports.
- Collaborate closely with Product Engineering to ensure the accuracy and integrity of any productionalized analytics.
- Refine our dbt workflows, tooling, and peer review process.
- Design and own our data pipelines and BigQuery data warehousing strategy

Requirements

- Bachelor's degree in a quantitative field (computer science, applied math, economics, statistics, engineering) or equivalent industry experience
- 4+ years people management experience in a technology setting
- Expert command of SQL and mathematical programming (R, Matlab, Scikit, etc)
- Significant experience with data warehousing (BigQuery, Redshift, Snowflake)
- Experience with Python and common analytical libraries
- Experience building modern and scalable data pipelines and ETL processes
- Extreme attention to detail
- Comfortable in a smaller rapidly evolving early stage start-up environment working remotely
- Passion for the WorkStep mission

Nice to have
- Experience operationalizing machine learning techniques

Benefits

WorkStep is a fully remote company, meaning our team can work from where it suits them—whether that's East Coast or West Coast, in the mountains, or at the beach. We're a collaborative bunch who are focused on helping our customers succeed and deliver results, FAST. But we also know how to have fun and enjoy each other's company. Our benefits include:

- Remote working environment
- Unlimited PTO
- Top-notch technology
- Quarterly team building on-sites (when safe to resume)
- Workspace, wellness, and L&D stipends
- Competitive company-sponsored health, vision, and dental benefits package
- Opportunity to join a passionate, motivated, and fun team at an early stage to help shape and execute on our mission

If you're a collaborator who likes a challenge, who doesn't mind rolling up their sleeves and getting stuck in, and wants to join a fast growing company at an early stage, we want to hear from you!

WorkStep is an EEO employer. We do not discriminate against any applicant for employment, or any employee because of race, color, religion, national origin, age, sex, sexual orientation, gender identity, gender, disability, age, or protected veteran status. We are committed to building a safe, inclusive environment for people of all backgrounds.