

## Engineering Lead (Full Time, option for Remote)

Hats & Ladders, Inc. | New York, NY

Start date: Fall 2021

### ABOUT US

[Hats & Ladders, Inc.](#) is a mission-driven start-up focused on helping individuals develop career thinking so they can feel more confident and better informed about their future choices. We're supported by the National Science Foundation, U.S. Department of Education, and youth development organizations in New York City and beyond. Our Team currently consists of 16 collaborators (full time, part time and consultant) with a combined expertise in platform development, instructional design, curriculum development and implementation, business development, client management, and research and evaluation.

### ABOUT THE OPPORTUNITY

The Engineering Lead will work closely with our Director of Product to develop a roadmap for strengthening and/or rebuilding our user-facing application, educator dashboard, and back-end systems as we scale our business and better meet customer needs. This position is a new one for Hats & Ladders and will allow the right person to shape the role and our technical and product approaches at a critical stage of our organizational development. The Engineering Lead will report to the Chief Executive Officer.

### WHAT YOU WILL DO

#### Set and strengthen our technical direction:

- **Define our tech stack.** Advance our platform (infrastructure, DevOps, backend and frontend) to ensure our technology is reliable, secure, scalable, and cost effective.
- **Be a thought partner** on advancing a product roadmap aligned with the company's long-term vision and business strategy. Assess our existing technology and determine creative ways to maintain, improve, and as needed rebuild it.
- **Evolve our approach to development.** Set standards for software quality; ensuring appropriate test coverage; refactoring and minimizing tech debt.

#### Be an engineer:

- **Lead development of our app, educator dashboard and data capabilities** to outshine existing career learning platforms, with easy onboarding, engaging UX/UI, smarter API and cross-systems integration, and robust reporting.
- **Dive into a system** that includes:

- Content Management: software options, implementation strategies, authentication/authorization, integration
- Front-end experience (we currently use React, Redux, CSS, ESLint, Jest)
- Back-end and Data Experience (we currently use: AWS services (S3, Cognito, DynamoDB, Lambda, API Gateway, SQS), Node, JQ, Panoply, Chartio, WordPress, Airtable)
- Dev Environment and Build Systems: Git, Jenkins, npm, Webpack, Terraform

#### Lead our technology team:

- **Manage our software development consulting partner.** Do, delegate and prioritize technical work; recommend sound approaches and tools; ensure coding best practices.
- **Build our internal capacity:** with support from other staff, hire and onboard additional engineers that fit our needs and are motivated by our team and mission.

#### WHAT YOU BRING

##### *“Musts”*

- Comfortable working in a start-up environment
- Curious learning new tech and tools and staying on top of the latest in web development
- Collaborative, with an interest in teaching and learning with others
- Strong critical thinking and analysis skills to solve problems creatively and simply.
- Thorough knowledge of Web-based development practices and mobile application development practices (**see above for current tech stack**)
  - Back-end and Data Experience (ideally with LMS or related systems)
  - Front-end Experience (with web-based applications)
- Intense focus on quality and on-time delivery
- Passion for user experience, performance, and uptime
- Ability to communicate tech issues with non-tech colleagues and clients

##### *“Pluses”*

- Prior experience working with educational technology solutions

#### WHAT WE OFFER

- A fun, creative start-up that is growing fast
- Deeply collaborative team work environment
- Meaningful, mission-driven work
- Opportunity to directly impact product and grow with the organization
- Great work-life-balance (we value it here!)

### **INCLUSION MATTERS**

As an equal opportunity employer, Hats & Ladders, Inc., is committed to creating an inclusive, connected and diverse workplace. We seek candidates from a wide variety of backgrounds because it's the right thing to do *and* will make our company stronger. If you share our mission to build a sustainable social impact organization, you will find a place where your contributions are valued and rewarded.

### **SALARY & BENEFITS**

Competitive salary, including health benefits, flexible work schedules/location, more than a month of paid time off.

### **TO APPLY**

Please send a brief cover letter and resume to [careers@hatsandladders.com](mailto:careers@hatsandladders.com). We thank all applicants for their interest, however only those candidates selected for interviews will be contacted.