

Open vacancy for: Tech Lead / Engineering Manager

To Be – Napoli/Roma/Latina/remote (IT)

About To Be

To Be is an Italian startup funded in 2016 with the goal of designing, developing and selling Li-Fi applied solutions. Li-Fi (Light Fidelity) is an innovative wireless communication technology which utilizes light to transmit data and position between devices.

In 5 years, we have realized some of the most relevant projects worldwide concerning this technology, including the first archeological museum, the first ferry boat and the first Italian school equipped with Li-Fi technology. These experimentations allowed us to test our solutions and develop a scalable business model.

Our mission is to satisfy the growing demand for data traffic in a fast, safe and sustainable way.

The team

To Be's team is growing! We are currently 7 people, but we should become 10 within the next 2 months. We are headquartered in Latina, but some of us work remotely. We are young and professional. We are hungry and foolish.

We've built a friendly, collaborative culture where we hire and develop people who share our desire to do work we can be proud of. We value learning and feedback, and support colleagues to develop in their role and more broadly in their career.

The role

We're looking for someone who would be committed to and comfortable with leading our engineering team of 4 (and growing). The role would include but not limited to:

- Taking an active role in the evolution of the team's tech culture, by sharing the XP engineering principles and practices such as TDD, CI, CD, etc., and helping the team develop an agile framework that allows the team to mature both technically and as a team
- Acting as an innovation catalyst, facilitating new ideas and driving change into projects when they are aligned with the team's vision and objectives
- Take the lead of the team while making sure to build a growth-oriented, challenge-based environment
- Driving technical architecture
- Contributing code
- Link between the technical department and the various bodies involved in the project.
- Respond appropriately to client requests in a timely manner even during stressful situations
- Work across cross-functional teams as needed (Operations, Engineering, Clients, Client Services, Sales)
- Responsible for driving partners through the LiFi Zone Platform as a Service (PaaS)
- Participate in local, regional, and global events
- Assist in technical post-sales escalations

Required skills:

- 2+ years of demonstrated experience working as a tech lead or engineering manager role
- Solid understanding of computer science and software engineering fundamentals
- Experience and interest in software development
- Capability of seeing projects through, from ideation to successful implementation, including planning, estimations, and day-to-day follow-up
- Comfortable working rapidly and independently
- Fluent in Italian and English

Desired skills

Qualities we're looking for:

- Master's degree required in Electronic Engineering, Computer Science, Software Engineering, or equivalent Experience
- Advanced understanding and hands-on experience with websites, databases, networking
- Demonstrated ability to translate technical features and function into compelling business value
- Demonstrated ability to personally create team plans, estimate/manage workloads and timelines, track details and drive work to completion in a timely manner
- Ability to develop compelling business propositions and deliver them in both written and oral formats
- Self-starter with excellent communication skills
- Prior early-stage startup experience

Life at To Be

Diversity is hugely important to us and we welcome applications from those with disabilities and from under-represented backgrounds. Throughout our hiring and onboarding process we make any reasonable adjustments necessary to create a level playing field and continually look at how we can improve in this area.

We offer flexible working hours and remote working arrangements, as well as a modern and inspirational office space. This isn't a "clock in, clock out" company. We care about your productivity, not tracking every minute you're on site. It's up to you to always be responsible for your work, no matter where you are or what schedule you're keeping.

We are also working on an attractive welcome package, which we can discuss in person.

Find out more on <https://tobe-srl.it/hiring/> and send your CV and cover letter to info@tobe-srl.it

Seniority Level

Mid-Senior level

Employment Type

Full-time

Industry

Telecommunication, IoT, SmartCity

Gross Annual Salary

Starting from 40K€,
depending on seniority