

(creditor)watch



## Engineering Manager

Job Description

## CreditorWatch – Engineering Manager

### About the Company:

CreditorWatch ( the Company ) is a prominent Australian credit reporting bureau that manages the credit files of over 55,000 commercial businesses in Australia. It is a subscription-based commercial company.

CreditorWatch has grown to be recognised as one of the country's most innovative customer-centric credit bureaus in Australia, dedicated to attracting and caring for the best in the business while acting with enduring passion for its customers, and with a reputation for meeting market expectations as we continue to deliver nurturing and solutions-based customer excellence.

At CreditorWatch, we are dedicated to providing employees with the premier professional training, equipment, mentoring and support to optimise the success of every individual who joins our business.

CreditorWatch has a reputation for employing people hold a 'can-do' attitude, and who will appreciate being part of an accountable, high-performance culture.

### Overview

In the role of Engineering Manager, you will be leading the Credit Reporting Teams that are responsible for customers, understanding their customers, credit risk and payment behaviours. You will work closely with your team to oversee planning, execution, and success of complex technical projects.

The Credit Reporting team is expanding, and we will be looking to add additional teams under your remit. Your focus will be to build a high-performing team, attract and retain

industry-leading engineers and drive a practice of high performance, efficiency, quality, and reduction of unnecessary rework.

## **Responsibilities**

- Help establish a technology strategy and best practices for engineers to ensure achievement of overall business and product objectives.
- Work with the Engineering and Product team to translate technology and product strategy into specific annual/quarterly performance goals and team objectives, including KPI/OKRs, and to track them.
- Continuously improving coding standards, architecture and the SDLC across the team in a sustainable manner.
- Actively develop leadership talent through mentoring, coaching, planning and retention strategies for key talent in a fast growth environment.
- Drive the implementation of best available frameworks, technical and coding standards, architecture and software practices to Engineering and Product Managers to ensure productivity, quality and speed across our development.
- Capable of understanding and contributing to the technical solution from design through to code across all platforms.
- Take responsibility for ensuring that technological risks and issues are identified and managed closely and drive all stakeholders to deliver on time and to the required quality standards.
- Passionate about developer productivity and engineering excellence.
- Work on a wide range of initiatives involving the implementation of new and existing systems, solutions, and processes.
- Experience with software development methodologies including Agile, Scrum with remote and distributed teams.

- Fluency in the AWS tech stack, Event Driven Architectures and OOP languages (Java, .NET, PHP, etc) with the ability to provide feedback on strategic goals such as CI/CD and release processes, etc.

## Skills and Experience

- 5+ years of experience leading and growing a high-calibre engineering team of 15-20+ engineers.
- Experience mentoring engineers and helping others achieve their career goals.
- Track record in hiring and retaining high performing engineering teams.
- Strong interpersonal and communication skills
- Experience balancing multiple initiatives simultaneously
- 5+ years of prior industry experience as a back-end engineer
- Experience building scalable backends for SaaS-based product.
- Fluency in the AWS tech stack, Event Driven Architectures and OOP languages (Java, .NET, PHP, etc) with the ability to provide feedback on strategic goals such as CI/CD and release processes, etc.
- Experience with software development methodologies including Agile, Scrum with remote and distributed teams.
- Passionate about developer productivity and engineering excellence.

## Benefits

- Fun, friendly, casual working culture
- High performing and supportive team
- Great work/life balance
- Personal development and growth opportunities
- Free membership to Fitness First locations around Australia
- In office ping-pong table
- Fully stocked kitchen and bar

- CBD location

We offer a fantastic culture with open communication and rewards and recognition that include probation celebrations, all-staff birthday and service anniversary celebrations.

We are an equal opportunity employer and we are committed to excellence through diversity. We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.