🚀 We are Remi

**We're on a mission to make remote work more human and connected**

Remi is a culture building platform for remote and distributed teams to help them build culture and connection, easily and effectively. Remi uses daily and weekly team building rituals to help teams build remote culture. Our vision for Remi is to build THE leading culture platform for remote teams across the world. We are doing this by helping teams facilitate and improve culture through our team building rituals and bonding experiences - all async, integrated in Slack, and contextualized on our platform - our space for teams to connect and bond.

We're a company founded by organizational psychologists, engineers and sales & marketing experts from international tech companies like Epic Games, Typeform, Twitter, McKinsey and Samsung.

We're all super excited about changing the future of work by building a more human and connected workplace for remote employees. If you want to join our mission, we'd love to talk!

👇 The position

We're looking for a driven, hands-on lead engineer who will help Remi reach product market fit and then scale the product as we grow. You will be the key decision maker and lead developer when it comes to building and evolving Remi, and you will manage a team of back-end and front-end engineers.

For our current phase, your priority will be to ship fast, learn fast and drive outcomes. We're not looking for hands-off engineering managers - we need someone who will roll up their sleeves from day one, get in the weeds and drive pragmatic decisions to help us evolve the product.

Our vision for Remi is to build great remote cultures by helping teams manage, and also optimize culture - through smart, data-driven experiences that we will build with
you! We’re looking for someone who is interested in and ideally has some experience with machine learning and building smart, data-driven experiences.

As lead engineer in an early stage startup, you thrive on solving complex problems in a pragmatic way, are ambitious in building great products, and enjoy the dynamics of an early stage start-up.

You'll work as part of a cross-functional team with other engineers, product managers, and designers. We work in an agile and collaborative environment, 100% remote, and with a strong focus on product engineering.

Your tasks and responsibilities (m/w/d)

- You will be the lead decision maker on engineering, so you need to be comfortable and experienced enough to find and effectively execute solutions to problems big and small, with the help of your team.

- You are comfortable building and improving Remi’s system architecture. You can understand how to map out and scale the product and own the vision for both the frontend and backend.

- You will take ownership and feel responsible for Remi as a whole, including both the technical sides and the product experience.

- You will own the testing and monitoring strategy to keep production outages at a minimum.

- You will proactively scope and design technical solutions for business problems and participate in the end-to-end lifecycle of features, from concept to deployment.

Your experience

- You have 5+ years full-stack experience with strong backend experience.

- You have experience with the tools we use: React, NodeJS, Postgres, AWS, Bubble (a no-code tool). However, you are able, interested and willing to learn and employ other languages or tools if needed.

- You have strong interest and ideally experience in machine learning and building smart, data-driven experiences.
🌟🔥 The kind of person that will thrive in this role:

- **You are scrappy and pragmatic:** you optimize for what we need now vs a long horizon, but know how to do this in the best, most efficient way.
- **You love writing simple, maintainable code** and take a balanced approach between product and engineering.
- You get **excited about solving technical problems** in creative ways.
- You're interested in **sparring with product** to make Remi better for our users and you are focused on building a **great product that has a real impact**.
- You have **worked in early-stage startups and enjoy the dynamics** of this environment: scrappiness, pragmatism, and focus, focus, focus!
- You're a **natural leader and know how to enable your team to do their best work** - and support them where they need it. Ideally, you have some experience managing small teams of engineers.
- You have experience working in a **remote-first organization**, value the benefits and understand and can manage the challenges this brings!

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**Additional role detail**

- You should live in a time zone +/- 4 hours CET.
- We know that perfect candidates don't exist. We'd love to learn more about you. Even if you don't fit the role 100%.
- We don't look for traditionally successful CVs, but for passion, drive and conviction. Show us that you're passionate about building Remi.

😊 Why join us?

- **Opportunity to shape the future of work:** The chance to shape the way people work and how teams connect and build culture in the future. Your work will have an impact on a global scale.
- **Ownership & Impact:** No "execution only" but being able to build, measure & learn as a team - building the product from scratch.
- **Healthy team culture:** An ambitious yet open, caring, diverse & inclusive culture. We are constantly growing and learning together. We expect different
opinions and appreciate honest and frequent feedback. We thrive to create a
safe work environment where nobody has to hide their real self.

- **Our diversity stance:** We’re a diverse founder team, and we want to continue
prioritising diversity. It doesn’t matter to us what your age, race, gender, religion,
sexual orientation, and other personal characteristics are. We respect them and
will celebrate them.

- **Competitive Salary** for a venture backed tech company and a generous option
package for our first key hires

- **Flexible working hours:** We believe in “flow moments”. At Remi you are able to
work at the times that you are most productive in to get the job done as long as it
means you can work effectively with your team - it’s your responsibility to
proactively drive this.

- **Working remotely:** We seek to stay remote first, so pick the location that
enables you to do your best work and makes you happiest. In best case you are
located between +/- 4h CET.

- **Active contribution to your learning and development:** every employee gets
a fixed learning budget per year

- **Regular company wide in-person offsites:** working remotely doesn’t mean we
don’t ever get to see each other. We know how important in-person interactions
are to build relationships and we love meeting people in-person - we just do it
very intentionally!

**👉 How to apply**

Forward us your LinkedIn profile via join@remi.so.

Please also tell us about the most exciting product you have worked on so far 🚀

Bonus: we love learning and teaching ourselves new things, so tell us: what is
something that you’ve most recently taught yourself that you are proud of?

_In your application, please feel free indicate your preferred pronouns (For example -
she/her, he/him, they/them, etc)._

You can learn more about our hiring process [here](#).