Working conditions:  
  
\*\* Hybrid work  
\*\* Official five working days  
  
If you are interested in this opportunity, please, apply [HERE](https://careers.flutterinternational.com/jobs/jr134562/team-lead-payments/)

**Overview of the Role**

This role opening is for the **Payments**Squad within the Player Platform Tribe. Each tribe is composed of squads (typically 5-10 engineers) that focus on delivering features and services in their corresponding technical domain.    
   
The Team Lead is accountable for the **technical**and **operational**leadership of the squad. While continuing to foster a collaborative and supportive work culture, this role places strong emphasis on people's management, technical leadership and ownership, architectural direction, innovation, and reliable delivery.

The Team Lead is a **hands-on**Technical Leader who combines deep **engineering expertise**with **strong leadership, delivery drive, system ownership**and **collaboration skills**. This role bridges the gap between technical strategy and day-to-day execution, driving engineering excellence, guiding the team in building scalable and performant solutions, and ensuring alignment with product goals and architectural standards.

You’ll be both a **mentor**and a **maker**, l **eading by example**in code quality, **design**, and **decision-making**, while empowering your team to deliver impactful, reliable, and well-crafted software.

**What you'll do:**

**Engineering People Management**

* Participate in the recruitment process with a focus on both **technical**proficiency and **cultural**fit.
* Guide and mentor engineers to close technical skill gaps and build delivery capabilities aligned with business goals.
* Directly manage engineers through regular 1:1s and performance reviews focused on evaluating and growth of **technical**skill sets, such as code quality, system design thinking, and problem-solving.
* Foster a psychologically safe, collaborative, and technically curious team environment.
* Manage scheduling, time off
* Organize and participate in on-call rotations and app support to maintain service continuity.
* Develop and motivate engineers through clear growth plans, ensuring clarity, accountability, and follow-ups.
* Ensure the team consistently delivers roadmap items in alignment with the company’s vision and mission.
* Measure team effectiveness using agreed metrics
* **Related duties as assigned**

**Foster a Sustainable & Scalable Engineering Culture**

* Spend up to **50%**of the time leading engineering, **coding**and **delivering**practices by **example**. Including technologies such as C#, .NET, NodeJS, PHP, Go, Groovy, Angular, React, Java, JavaScript and various libraries, and with tools, platforms, systems such as: Jira, Confluence, Jenkins, BitBucket, SonarQube, Grafana, NPM, WildFly, Jetty, Nginx, Kafka, ActiveMQ, Ubuntu, Playwright, RestAssured and AWS which may be added to or changed per the business requirements.
* Define and drive the **technical vision**, **standards**, and **best practice**s for respective domain architecture, performance, and maintainability.
* Remain **hands-on**, **leading by example**in coding, design, and code reviews.
* Serve as the **technical owner**of the squad’s systems and applications, ensuring long-term reliability, scalability, testability, and maintainability.
* **Collaborate**with other teams to design and evolve system interfaces, data contracts, and application flows.
* Balance **innovation**with practicality by making architectural decisions that support immediate delivery and long-term sustainability.
* **Champion engineering**best practices, clean code, modular design, semantic versioning, observability, and CI/CD automation.
* Ensure adherence to **SDLC principles**in close partnership with Scrum Master, Product, QA, Delivery and Architects.
* **Manage**and **prioritize**technical debt, codebase health, and aging risk.
* Drive adoption of **technical enablers**such as:
* Technical designs
* Code reviews
* Semantic versioning
* Branching strategies
* Static analysis tools
* CI/CD automation
* Testing and automation frameworks
* Monitoring, observability, and alerting
* And other as agreed in the engineering vertical
* Ensure systems meet **regulatory**and compliance standards from technical perspective
* **Input**into framework & language choice, development build and deployment tooling
* Ensure **backlog**includes a healthy balance of new features and operational work, respecting **SLA commitments**
* **Related duties as assigned**

**Champion Quality and Continuous Improvement**

* **Lead planning**, estimation, and prioritization of technical tasks ensuring timely, high-quality deliverables.
* **Contribute**directly to **coding, reviews, and debugging**to ensure consistent standards.
* **Collaborate**with QA, Architects, Product, DevOps and other teams to deliver high-quality, testable, and reliable software
* **Analise**team effectiveness using agreed metrics
* **Lead**technical **expertise**in incident management, root cause analysis, post incident decisions, and oversee any remedial work is carried out.
* Set **high standards**in code reviews, refactoring, test automation, and architecture decisions.
* Promote **innovation**, **technical experimentation**, and i **nternal knowledge sharing**.
* Ensure **Definition of Done**is achieved, including documentation, testing, and observability.
* **Related duties as assigned**

**Stakeholder Collaboration & Communication**

* Act as a **technical point of contact**for stakeholders, ensuring technical decisions are clearly communicated and well understood.
* **Collaborate closely**with Product Managers, Architects, and Engineering Managers to shape project goals, technical roadmaps, and delivery strategies.
* **Represent the technical domain discipline**in tribe-level planning, design discussions, and architecture reviews.
* **Communicate**technical trade-offs, risks, and dependencies transparently.
* **Related duties as assigned**

**What you'll Bring:**

*Working Experience:*

* 6+ years of experience in building modern applications with at least 2 years in a lead or senior technical role.
* Experience with mentoring or leading engineering teams and delivering large-scale application;
* Experience working with high-performant SaaS products;
* Experience working with cross functional teams in a technology domain.
* Experience in developing and maintaining systems in the corresponding technical domain
* Hands-on technical experience with technical enablers: CI/CD pipelines, code versioning and delivery, code quality tools, observability and others.

*Standard*Qualifications:

* Good understanding of agile and scrum methodologies;
* Proficiency with Atlassian tools (especially JIRA & Confluence);
* Advanced level of English Language.

Technical Competences

This part should be per team/squad

It should be equivalent to **senior level**technical competences requirement

Personal Attributes

* Strong **leadership**
* Strong **mentorship**that develops others and promotes knowledge sharing.
* **Technical excellence**and a hands-on approach
* **Ownership**, **accountability**, and **delivery**focus
* **Initiative**, vision, and proactive problem-solving
* **Empathy**, **resilience**, and the ability to make **tough decisions**
* Effective **communicator**with solid negotiation and presentation skills
* **Analytical**, fast-thinking, and structured reasoning
* Strong **adaptability**that responds well to change and balances competing priorities.
* Strong **organizational**and time management skills

**About Singular**

Singular is an international iGaming software provider headquartered in Malta, with offices in North Macedonia and Georgia. We provide our platform solutions to some of the most innovative and well-known brands in the sports betting and gaming industry.

As of 2021, we're part of Flutter International, the world’s leading online sports betting and iGaming operator. Together, we create the future of entertainment – and you can join us too.

**Why choose us**

At Singular, people have access to vast opportunities for career growth and self-development. Our employee benefits package goes far beyond offering the minimum: We support our people in becoming their best version at work and beyond - and our benefits reflect that commitment.

These are some of the benefits included in our employee package:

* Generous annual leave
* Hybrid work
* Individual health insurance
* Paid sick leave
* Paid maternity & paternity leave
* Family reward
* Performance & referral bonuses
* Loyalty award

**Equal opportunities**

As a brand of Flutter International, we are committed to creating an inclusive environment where our people can be their authentic selves and thrive. We embrace and celebrate diversity, respecting all our uniqueness and differences.

We welcome you to let us know whether you have any accessibility needs. All you need to do is email us at   jobs@singular.uk . Your journey with us is focused on ensuring you have what you need to be your best self.

Learn more about the works we are doing on Inclusion and belonging here:    <https://careers.flutterinternational.com/working-at-flutter-international/diversity-equity-inclusion/>

**The Group**

Singular is a proud member of the Flutter Entertainment family, a global leader in sports betting, iGaming, and entertainment. We're not just another company we're listed on both the prestigious FTSE 100 index on the London Stock Exchange and the New York Stock Exchange (NYSE).

What sets us apart is our world class brands, cutting-edge products, and our international division includes our operations in over 100 global markets and offers sports betting, casino, poker, rummy and lottery, mainly online.

What truly defines us is our commitment to ensuring that the excitement of gaming and entertainment is experienced in a responsible and sustainable way. Our remarkable team of over 8,000 colleagues drives this vision, spread across 28 offices worldwide.