Working conditions:  
  
\*\* Hybrid work  
\*\* Official five working days  
  
If you are interested in this opportunity, please, apply [HERE](https://careers.flutterinternational.com/jobs/jr134862/engineering-manager/)

**Overview of the Role**

Due to the continued growth of our tribes we are looking to recruit Engineering Manager(s) in each tribe. Each tribe consists of 50+ individuals, divided into multiple teams/squads. Chosen candidate will be responsible for leading multiple teams and working closely with team leaders.  S/he will be reporting to the Head of Engineering of a tribe and working closely with other Product Managers and Team Leads in an autonomous and empowering environment where everyone’s opinions count.

This position will be responsible for mentoring our team leads and engineers to care about technical excellence, ultimate user experience and exceptional product quality. While ensuring teams are delivering on the tribes roadmap and alligned to Singulars Vision & Mission.

Duties and Responsibilities

**What you'll do:**

**Engineering People Management**

* Participate in the recruitment process to hire engineers for the tribe.  The focus will be on the human and cultural aspects.
* Guide and mentor team leads and their teams, manage skills gaps and ensure we have balanced teams fit to deliver against business objectives.
* Directly manage Team Leads. This includes regular 1 to 1s, performance management, mentoring, guidance and probation follow through.
* Manage multiple teams via other leaders or directly, when necessary, within those teams.
* Develop & motivate those in your team by providing clear direction, opportunities for learning & direct coaching. Pro-actively manage any individual performance.
* Define and maintain team structure aligned to a culture of “small autonomous agile teams” to match the current focus of our Tribe.
* Handle your teams’ budgets when it comes to training, travel or team building.

**Foster a Sustainable & Scalable Engineering Culture**

* Evangelize & prioritize engineering best practice in your squads so we have a clear direction for continuous improvement.
* Keep an eye on the well-being and performance of the team.
* Take responsibility for managing technical debt, evolving coding practices, and aging code risks. Input into framework & language choice, development build and deployment tooling.
* Be responsible for adherence to the Tribe’s technology principles and SDLC in the context of our wider compliance requirements. Make sure we do this in a way that maintains our low-bureaucracy high-trust working environment.
* Ensure the teams are set up and delivering on their roadmap **alligned**to Singulars Vision & Mission;
* Liase with Operations teams to ensure problems, incidents & bugs are being dealt with to agreed SLA’s;

**Champion Quality and Continuous Improvement**

* Work with Team Leads, Test Managers and other stakeholders to ensure we deliver high quality engineering solutions with the right balance between delivery speed vs operational risk.
* Make sure that regular demos and knowledge sharing sessions are held between the teams.
* Measure the team’s performance through KPI’s, clear goals and expectations with metrics to backup said goals.
* Ensure we provide technical expertise in incident management, root cause analysis, post incident decisions and oversee that any remedial work is carried out.
* Constantly seek to make our engineering better: the skills and expertise of the team, improving delivery predictability and speed, operational awareness and responsibility.
* Related duties as assigned.

**What You'll Bring:**

*Working Experience:*

* 3+ Years of experience in a leadership role;
* 5+ Years of experience in a senior software engineering position;
* Experience of mentoring people in engineering teams;
* Experience working with SaaS products;
* Experience working with cross functional teams in a technology domain.

*Standard*Qualifications:

* Good understanding of agile and scrum methodologies;
* Experience defining goals and targets through KPIs;
* Experience tracking agile metrics that make sense and have context;
* Proficiency with Atlassian tools (especially JIRA & Confluence);
* Advanced level of English Language.

*Preferable Qualifications:*

* Experience working with OKRs;
* Basic knowledge of human psychology to be able to understand people better;
* Knowledge of SAFe framework;
* Business specific experience/domain-knowledge is a plus.

Personal Attributes

* Highly developed leadership skills;
* Excellent negotiation skills;
* Excellent verbal and written communication skills;
* Highly developed presentation skills;
* Analytical mindset with strong reasoning skills;
* Excellent comprehension skills;
* Sharp mind, fast thinker;
* Strong Organizational and time management skills;
* Empathy toward colleagues, but willing to make tough decisions when needed;

**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.