Engineering Team Lead
Toronto, Canada

Be a Part of Something New!
For the first time in its 30-year history, The Advantage Group – global experts in B2B market analysis – has assembled a dedicated in-house software development team to integrate its back-office operations with a variety of 3rd party tools.

The Role
We have an opportunity for an Engineering Team Lead to develop and coach a growing team of developers focusing on internal and customer facing applications across the full technology stack. Working from our Toronto office you'll deliver value to our customers through the creation of new applications and improvements to our existing products.
Reporting to the Technical Director, you will lead, grow, and scale the engineering team, ensure commitments stay on track, remove any roadblocks, and facilitate fast execution and timely decision-making. You'll work with senior stakeholders and business analysts to ensure their growth and success. You'll also collaborate across Advantage to ensure dependencies and the priorities of others are managed with care and are aligned to the organisation's strategy.

Who You Are
You'll have experience running highly effective development teams and will be able to manage senior stakeholders and engineers. With a background in data processing and responsive web software you will be the engineering leader in a product group responsible for sizable revenue-generation and growth. This role will also benefit from a deep understanding of the latest patterns in cloud for infrastructure, architecture, tools, and development practices.

Who We Are

Advantage partners with the world's most ambitious suppliers and retailers to enrich business relationships and accelerate success. Advantage is a global expert in business measurement and benchmarking. Our benchmarks form the platforms for enriched relationships. We deliver independent insights that highly competitive suppliers and retailers need to step up to today's challenges, strengthen their business relationships and unlock growth and profitability that would have been inaccessible otherwise.

What You Will Do
We are in the middle of a multi-year plan to modernize our back-office applications. We have recently deployed MVP functionality to production and are working on growing the backlog. Your responsibilities will involve:
- Work as part of an agile team to architect and design solutions for new feature requests
- Mentor the team, providing guidance on coding practices, application deployment, business analysis, design, and architecture
- Work with the Head of Data Architecture to architect our enterprise wide data structures.
- Perform software spikes to evaluate new technologies and solutions
- Adhere to and proactively make recommendations to improve Advantage's coding standards and development policies

Advantage

What You Will Need

You must have experience with architecture, design, coding and leadership:

- 7+ years experience managing engineering teams following Agile development processes, owning a budget.
- Experience leading the definition and development of reliable and scalable systems, while working with senior stakeholders
- Ability to contribute to and define the technical and business strategy of the team
- Proven experience developing talent
- 5+ years experience working with data processing applications
- Proven track record of shipping high-quality software on time
- Significant experience with our technology stack (Angular-Java-PostgreSQL) building large scale web software, as well as common development tools (Maven, Git, Jenkins, Docker, etc.).
- Experience dealing with competing priorities in a fast-paced environment, recommending alternative technical and solution approaches
- Ability to drive technical excellence, pushing innovation and quality
- Knowledge of and experience with Agile methodology, software architecture, relational data

You must be:

- A great communicator, mentor and nurturer
- A creative thinker: need to be able to come up with novel solutions to established problems, and evaluate their business benefit
- Business-savvy: need to be able to interact with both business and technical specifications

Experience in the following would be an asset:

- Experience with large scale distributed systems
- Experience working with FMCG and / or market research organizations
- Software and Internet security and privacy (GDPR)
- Continuous delivery processes
- Implementing and managing AWS environments

Why Should You Work for Us?

Advantage offers an excellent work-life balance, including the following:

- Central downtown location near King subway station
- Stable company, with an established client-base that will be sustained and grow because of its vision and strong leadership
- Friendly and open caring culture: social events, comfortable work environment
- Passionate team members who care
- Fast paced youthful environment

**To apply, send your cover letter and CV to our Human Resources Team at
resume@advantagegroup.com**

We thank all applicants, but only those with relevant qualifications will be contacted.