



skritswap

Head of Engineering

Location: Waterloo, ON | Toronto, ON | San Francisco, CA

Job Code: 004-222-1501

Full-Time

Applications are reviewed on a rolling basis. For earliest consideration apply before June 29th at 11:59pm Pacific time.

To Apply

Please email careers@skritswap.com your:

1. Resume
2. Cover letter
3. Contact information for 3 references
4. Linked In profile + any relevant links

with the subject line: "[YOUR LAST NAME] Head of Eng 004-222-1501"

About skritswap

Looking to break new ground in a bleeding-edge development environment at one of the Top 20 Most Innovative Companies in Canada? We've got a job for you with plenty of variety and opportunities to grow! skritswap is a dynamic Canadian AI start-up that is looking for full-time UI/UX professionals to join us in our Waterloo office. skritswap is bringing the next level of information accessibility to the world: changing the complexity of information.

Imagine "Google Translate" but, instead of different languages, skritswap works with different reading levels. At skritswap we make information accessible to everyone, regardless of their backgrounds and circumstances. We feel the same way about our team – that they should come from all walks of life and represent all possible backgrounds. Inclusion is one of our most core company values. It only makes sense – the more diverse we are, the better we can serve our diverse audience.

We are growing and with that growth comes the need for a Head of Engineering. We're looking for a Head of Engineering to lead, grow, and shape the Engineering team at Skritswap. This is a unique opportunity to join a unique high growth start-up as an early team member. Interested? Keep reading!



The Opportunity

The Head of Engineering is responsible for overseeing the development and maintenance of skritswap products. This role will be responsible for managing the Development and Product Management teams.

Duties & Responsibilities

- Lead the development team and execution of skritswap products
- Contribute to formulating the strategic direction and goals of the organization
- Inspire creativity and innovation through leadership; fosters collaboration, learning, and a shared vision
- Identify and develop creative solutions to problems that may arise
- Work together with Computational Linguists, Developers and other team members to design and develop software in a series of steps involving documentation, data structures and processes to meet designated needs
- Oversee development and enhancement of technology stack, lifecycle development, testing and deployment procedures
- Decide the methodology for approaching datasets and data representation
- Collaborate with others to architect appropriate solutions of scale for future growth and expansion

We'd love to hear from you if you have:

- Have past experience building and leading productive engineering teams in a high growth start-up environment
- Exhibit a high degree of accountability and embrace autonomy
- Have experience in building a robust and scalable service-backed product and infrastructure
- Enthusiastic about working broadly or going deep depending on the context of the challenge at hand
- Care deeply about building resilient infrastructure favoring simplicity over complexity
- Have a point of view but are low ego

As a hands-on Head of Engineering at Skritswap you will be a vital ingredient to the success of a growing company helping the world communicate more effectively with anyone about anything. This is a chance to lead a team and company that are changing the way people communicate.



We really love folks who have:

- Proven experience in programming techniques and processes, infrastructure, databases, and application development
- Previous experience building products with Python
- Exposure to programming with Django experience
- Familiarity with the NLP/AI industry

The Environment

This role mainly works out of a dynamic office setting and requires travel 30% of the time. This role requires frequent use of larger muscle groups. We are committed to providing reasonable accommodations and will work with you to meet your needs. We believe the best workplaces are flexible. We offer a supportive and flexible environment for our team to ensure they can do their best work when and where it works best for them. This role works out of our beautiful Waterloo location, with occasional travel requirements across North America.

As a team we anchor our everyday behaviour around key values that we co-created together:

1. Considerate - we are a kind, empathetic team
2. Sustainable - a start-up is a marathon not a sprint
3. Communicative - key with a distributed team
4. Impactful - following skritswap's mission & vision to make the world more equitable

See more at skritswap.com.

The Interview Process

We look forward to learning more about you! Our process includes a phone interview, two in-person interviews, and a take-home challenge designed to assess your skill set and not totally interrupt your schedule.

Skritswap is an equal opportunity employer. We embrace diversity and equal opportunity in a serious way. We are committed to building a team that represents a variety of backgrounds, perspectives, and skills. The more inclusive we are, the better our work will be. If there is anything we can do to create a more comfortable interview experience for you, please let us know.



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