Software Development Lead

April 2024

About BioIntelligence Technologies

WORK HARD. DREAM BIG.

Our Mission: Accelerate sustainable growth of the processing industry to give a better quality of life to everyone.

Our Vision: Create the most compelling platform company for the bioindustry by providing instant access to critical information and analytics so biotech companies can maximize their performances.

At BioIntelligence Technologies, we are pioneering the development of a new generation of intelligent instruments aimed at assisting companies in the processing industry in being more sustainable. The software and instruments we develop and deploy at our clients' sites empower them to monitor the evolution of their bioprocesses in real-time, and thus, eliminate product losses, reduce process variability, and enhance reproducibility and profitability.

Through our solutions, **our clients**, who produce large volumes of greener biochemicals such as biofuels, bio-pesticides, biofertilizers, biopolymers, and other sustainable products, **achieve significant reductions in water and energy consumption as well as CO_2 production**. We directly contribute to fighting the climate crisis and advancing the social effort for a greener industry and a cleaner, more renewable future.

BioIntelligence Technologies has recently completed a major round of funding that enable us to grow and expand in the North American and European markets. To achieve this, we're recruiting the best talent.

Why you should join us

- **Your Impact**:
  - The demonstrable positive impact of your work on the environment and the climate crisis motivates you.
- **The Compensation & Benefits Package**:
  - Competitive salary supported by the latest market data.
  - Possibilities to receive incentives from the Employee Stock Option Plan (ESOP).
  - Reimbursement of professional dues, if applicable.
  - Minimum 3 weeks of vacation starting the 1st year.
  - 1 additional week of complete rest paid during the holiday season.
- **We Care**:
  - 6 days of paid sick leave (personal or next of kin) per year.
  - Comprehensive group insurance program including medical and dental coverage, access to telemedicine, employee assistance program and health and wellness account.
  - Highly flexible schedule because we all have a life outside work.
- **On-Site Perks**:
  - Parks and two magnificent lakes within walking distance for healthy breaks.
  - Incredible coffee and unlimited healthy snacks to excel on a full stomach.
  - Refreshing drinks on Friday afternoons to celebrate a productive week, discuss successes and ideas.
- **Inspiring Work Environment**, whether on-site or remotely:
  - Your choice of equipment and tools.
  - Career management plan.
  - Young team and growing company on a human scale.
  - High-performance, modern, and dynamic work environment: We love what we do, and we have fun doing it, while striving for world-class results.

Position Overview
As the Lead of the Software Development team, you will play a pivotal role in shaping the technical direction of our company. You'll lead a team of talented software engineers, drive innovation, and ensure the successful delivery of high-quality software products. Your strategic vision and hands-on leadership will be critical to our growth and success.

Responsibilities within the team
1. **Strategic Leadership:**
   - Provide visionary leadership for software development initiatives.
   - Collaborate with the Product Manager to define the technology roadmap aligned with business goals, and then execute with your team.
   - Foster a culture of innovation, agility, and continuous improvement.
2. **Team Management:**
   - Recruit, mentor, and retain top talent.
   - Set clear goals, monitor performance, and provide regular feedback.
3. **Software Development:**
   - Lead by example by being involved in the design and creation of scalable software, and in code reviews and software testing.
4. **Technical Excellence:**
   - Oversee the design, development, and maintenance of software applications.
   - Ensure adherence to best practices, coding standards, and quality assurance processes.
   - Champion modern software development methodologies (e.g., Agile, Scrum).
5. **Collaboration:**
   - Work closely with cross-functional teams (sales, product management, and operations).
   - Collaborate with stakeholders to prioritize features and enhancements.
6. **Innovation and Problem-Solving:**
   - Collaborate with the Technical Lead to identify and evaluate emerging technologies and assess their impact on our products.
   - Solve complex technical challenges and optimize software performance.
7. **Project Delivery:**
   - Lead project planning, execution, and delivery.
   - Manage resources, timelines, and budgets.
   - Ensure timely and successful product releases.
8. **Quality Assurance:**
   - Implement robust testing processes.
   - Monitor software quality and address any issues promptly.
   - Uphold security and compliance standards.

Preferred profile

- **Experience**:
  - Bachelor's degree in Software Engineering, Computer Science, or related field is preferred but not mandatory.
  - 10 years + in software development, including experience in leadership roles.
  - Proven track record of leading successful software projects.
  - Startup experience is definitely a plus.
- **Skills**:
  - Proficiency in operating systems, data structures, algorithms, and distributed systems.
  - Knowledge of the Linux environment.
  - Knowledge in React, Express, Rust, C/C++, BASH scripting, SQL, Artificial Intelligence, OPCUA, is an asset.
  - Strong understanding of software development methodologies.
  - Excellent communication and collaboration skills.
  - Excellent listener, with high capability to synthesize information, and to translate it into specifications.
  - Self-Motivation, driven, disciplined, and able to work independently to achieve targets.
  - Excellent team spirit.
  - Excited to move in a well funded startup with large companies in USA and Europe as clients.

Location:

This permanent full-time position could be at our production facility, hybrid, or remote.

How to apply:

Write to me directly!
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Looking forward to meeting you!