

Head of Backend Development, Madrid or remote

Do you want to solve challenging problems, have a huge impact on our product, lead the backend development team and shape our engineering culture? Do you want to compete globally at a world-class startup? We are seeking a results-oriented, seasoned backend engineer to lead our growing backend team.

Reporting to the CTO in Madrid, you will help our engineering team make great decisions and implement best practices. You will cooperate very closely with other product divisions such as frontend development or client services, and you will drive the end-to-end architecture, playing a pivotal role not only on a day-to-day basis but also in strategic decisions.

Our product handles almost a million requests per second, using a technology stack that includes node.js, goLang, and several nosql databases. The position involves working in diverse and interesting areas such as highly scalable software and machine learning.

If you are looking for challenges, growth opportunities and a great learning experience with a team that strives for innovation and quality of service, this is the job for you. This role has enormous potential to shape the company and drive growth, in an industry that is already growing exponentially as it is.

About the company

mediasmart.io is a promising startup in the European mobile advertising landscape. The company is backed by Kibo Ventures and Komm Investments and it is profitable, so it does not depend on further external investment. Having been one of the first companies entering the growing programmatic ecosystem in mobile, mediasmart.io is very well positioned, particularly in Europe, and has been consistently growing at triple digit annual rates.

mediasmart.io has developed its own programmatic demand side platform and owns its complete tech stack. Customers are advertisers, media agencies or other companies on the demand side of the value chain, who license the mediasmart.io platform and can use mediasmart's web interface, or integrate their own solutions via APIs.

Responsibilities

- You will lead areas such as scalability, performance and high availability

- You will maintain and improve the development culture and processes, including [lots of] code reviews, best practices, coding standards, tools, etc
- You will be responsible for managing a team that develops our *bidder* product. This is not a pure management position by any means. We expect the candidate to be a hands-on team leader capable of solving problems on their own and training their team
- We expect you to propose end-to-end technical solutions that solve our customer problems
- In addition, our backend team has DevOPS and administration skills and, as such, it is responsible for maintaining security and quality of service.

Requirements

Don't worry if you lack some of the requirements we would rather teach you everything we need, than pass on the right person.

- Knowledge of Javascript
- 5 years or more experience as a backend developer, working with node.js, goLang, erlang, elixir or java
- Best practices in testing
- Experience with NoSQL databases: AWS DynamoDB, Google BigQuery and redis
- Experience with cloud administration & APIs (AWS, Google Cloud Platform)
- Exposure to continuous development such as continuous integration, continuous delivery, continuous testing and deployment
- Strong knowledge of Git version control
- Strong linux administration skills
- Technical academic degree
- Knowledge of data science and machine learning is a plus

Skills

- Technologically diverse background and ability to learn new things quickly
- Open to giving and receiving feedback “without ego”
- Excellent organization skills and ability to work effectively in teams
- Strong engineering leadership skills
- Able to think independently and prioritize accordingly
- Excited by tough technical challenges
- Analytical, curious, goal-oriented. A problem solver who is proactive and not satisfied until effective solutions are found
- Fluency in English and Spanish, both written and spoken

What we offer

- Competitive salary
- Permanent contract
- Flexible hours and facility to conciliate
- Remote work (up to 100% remote) optional

Send us a mail to jobs@mediasmart.io with “mediasmart.io head of backend” in the subject, including:

- Links to personal projects (or to your GitHub account)
- Up-to-date resume (or a link to LinkedIn or similar)
- Why you want to work for us.

If you are selected you will have to be ready to show us your most relevant projects, and enter a selection process that will include reading and writing JavaScript code.

Joel test (score 10/12):

1. Do you use source control? ✓
2. Can you make a build in one step? ✓
3. Do you make daily builds? ✓
4. Do you have a bug database? ✓
5. Do you fix bugs before writing new code? ✓
6. Do you have an up-to-date schedule? ✓
7. Do you have a spec? ✓
8. Do programmers have quiet working conditions? ✓
9. Do you use the best tools money can buy? ✓
10. Do you have testers? x
11. Do new candidates write code during their interview? ✓
12. Do you do hallway usability testing? x