

Tech Lead (Remote First)



ZENSURANCE

Phone :
Web :

Job Summary

Vacancy :
Deadline : Sep 25, 2024
Published : Aug 25, 2024
Employment Status : Remote
Experience : Any
Salary :
Gender : Any
Career Level : Any
Qualification :

Job Description

Zensurance is a scale-up InsurTech company that is re-imagining the commercial insurance market. At Zensurance, we want to empower small businesses across Canada to thrive by offering an honest, simplified, and modern approach to insurance. Our main recipe is a combination of modern technology and insurance industry expertise powered by our talented team members. Being a technology-forward company, we utilize various tools and platforms to create fun, engaging and meaningful work experiences for our employees, as a remote-first company.

We are boldly going where no insurance broker has gone before!

The Accounts Tooling and Automation Team (ATAT) team is responsible for building and enhancing our tooling for the Digital Platform, particularly for the Sales team in managing accounts. The ATAT team's current main focus is Cancellations and Endorsements features, but the focus will expand to other tooling and automation needed to support account management, which fuels the overall business success and growth of Zensurance.

The Tech Lead leverages a significant technical background to guide the Engineering Team's technical strategy in accordance with the team's culture of iterative, autonomous development and deployment. With a keen focus on security and scalability concerns, you work closely with the Product Manager, the Team Lead, Engineering, and Staff Developers to design and implement the systems and processes that enable the Engineering Team to meet its objectives.

As a senior member of the team, you can elaborate your thoughts without difficulty and are capable of discussing complex ideas in a logical way. You manage your time well to meet important deadlines while supporting other team members who need to be mentored. Reporting to the Team Lead, Engineering, you will design and implement solutions in both the front-end application and back-end APIs.

This is a remote role, and the team member can work from anywhere in Canada. #LI-Remote

Responsibilities:

- Collaborate with project stakeholders and the development team to design, build, and implement scalable, user-friendly apps and libraries using Node, React, and Typescript.
- Collaborate with Product Management to examine, adjust, and break down roadmap items into epics and break down epics into discrete, actionable, appropriately sized tickets in the team's backlog.
- Provide a technical perspective on organizational objectives within the team's scope of activities. Analyze requirements, identify areas of concern, and provide recommendations based on your extensive technical background.
- Using POC models provided by Staff Developers, design and implement systems and infrastructure in accordance with the team's vision and culture.
- Adhere to the organization's security strategy using a security-first mindset.
- Discuss various strategies and architecture and highlight tradeoffs for potential solutions.
- Perform code reviews, ensuring that pull requests accurately reflect the acceptance criteria of the tickets they address.
- Use quality metrics to identify gaps in the testing strategy.
- Work with teams to recommend solutions that are in accordance with accepted testing frameworks.
- Define and prioritize areas of technical debt and bugs, taking into consideration outcomes of the incident management process and addressing them with the team.
- Foster a culture of iterative deployability with awareness of cycle time and failure rates.
- Coach and mentor the development team and work to expand their technical knowledge and skills.
- Use a systematic approach to debugging to diagnose issues within the application.
- Write unit tests as well as higher-level tests to ensure application quality and stability.
- Consistently produce production-ready code that is easily testable, easily understandable, and accounts for edge cases and errors, using comments and other documentation strategies where appropriate.
- Follow Agile practices, suggest improvements, and participate in team events.
- Develop a strong understanding of the company's goals and initiatives and help the engineering team deliver on those goals/initiatives.
- Ensure technical standards such as accessibility, performance, security, maintainability, functional correctness, operability and observability are observed in the modules developed and maintained by the team.
- Document decisions, research and guides to foster and build a culture of continuous learning and continuous improvement.
- Perform other duties as assigned.

Qualifications:

- University degree or college diploma in a recognized technical, vocational or academic program or equivalent work experience.
- 7+ years of experience building rich, complex and scalable APIs.
- 5+ years of building front-end web applications using modern Javascript frameworks.
- 2+ experience in designing scalable and distributed systems.
- Experience mentoring other developers.
- Extensive full-stack experience working with React/Redux/Node/Typescript/MongoDB and Javascript.
- Extensive experience with the Scrum framework and Agile methodologies.
- Experience creating effective documentation, such as architecture diagrams and Architecture Decision Records (ADRs).
- Experience with responsive web design, accessibility, and executing on best practices for UX/UI.
- Experience architecting and augmenting large software systems.
- Experience with Javascript development toolings like WebPack, Babel, and Storybook.
- Experience with Unit Testing frameworks like Jest/Mocha.
- Experience building and/or working with micro-services and micro front-ends.

Nice-to-Have

- Familiarity with DORA metrics to measure the DevOps Performance and experience in communicating what's been measured with the team.
- Familiarity with goal setting frameworks such as OKRs.
- Experience using Salesforce CRM.
- Experience working with Infrastructure as Code using tools like Terraform and AWS.

About our Engineering Team:

Our fully remote engineering team fosters a learning culture that encourages professional development. Some of the highlights of the team environment include:

- Approachable, a supportive leadership team with extensive technical experience and ability.
- Training and professional development budgets.
- Knowledge sharing through power-ups.
- Learning events and book clubs that help the team develop their skills and create a safe, supportive environment.
- Twice-annual hackathons that provide opportunities to explore interests and practice new technical skills.
- Opportunities to share your knowledge and experience and mentor others.

In addition, we provide amazing opportunities for career advancement. We provide well-defined and documented career progression paths to our engineering team members that provide clear expectations and requirements for advancement in our fast-growing environment.

As we scale our team, you'll have the opportunity to work on challenging projects using a modern tech stack and cutting-edge systems, including microservices and micro-frontends, with industry-leading tools such as NodeJS, React, TypeScript, Kafka, and more.

Perks we offer at Zensurance:

- Opportunity to work for Canada's fastest-growing #insurtech scale-up
- Primarily remote work environment available to everyone
- Laptop, extra monitor and main accessories are provided
- Extra home office and supplies allowance to help with work-from-home set up
- Comprehensive and flexible health and dental plans to suit all lifestyles, including mental health
- Health/Personal Spending Accounts to subsidize your healthy habits and purchases
- Parental Leave Top Up
- Weekly Friday companywide huddles for casual catch-ups with other departments
- Build next-level relationships with your peers through scheduled companywide virtual and in-person team-building events
- Be a part of something special. We are confident you won't find any other insurance company like us :)

Who we are. What we're building.

Business is hard work, insurance doesn't have to be!

At Zensurance we believe that **teamwork** makes the **dream work**.

We are passionate about providing business owners with the best insurance solutions at great rates through an online and easy-to-use platform.

Our secret sauce is all about our culture. Here at Zensurance our culture is built on four core values that we live and breathe daily. They are:

INTEGRITY: We do what's right.

INCLUDE: We are an open and safe space for all.

INVENT: We take an innovative approach to creating straightforward solutions for our customers.

DELIVER: We set ambitious goals and hold ourselves accountable for achieving them.

Zensurance celebrates diversity in its workforce structure and encourages applications from all backgrounds.

Zensurance is an inclusive employer that celebrates diversity in its workforce structure. We encourage applications from all qualified candidates and will accommodate applicants' needs under the respective provincial human rights codes throughout all stages of the recruitment and selection process. Please advise the recruiter if you require accommodation; to ensure your accessibility needs are accommodated throughout this process. Information received relating to accommodation will be addressed confidentially.

We understand that looking for a new exciting opportunity can be time-consuming. We truly appreciate your time in going through the job posting and applying for a position with us.

Education & Experience

Must Have

Educational Requirements

Compensation & Other Benefits
