Head of Engineering

Helio is on a mission to electrify every home in America. Here at Helio, we believe people want to do their part to fight climate change. Nevertheless, they often don't realize that 42% of emissions come from decisions they make at the kitchen table. Helio gives homeowners the power to make a dramatic impact on their carbon footprint by making it simple to remove fossil fuels from their homes, and in the proces, fully electrify their lives.

We are an early stage venture backed startup with tremendous early traction. We are building an electrification technology platform that will help guide 100 million homes in the US towards electrification. We are looking for a smart, driven, and collaborative engineering leader who believes the time is now to make a difference. This is an opportunity to join at the ground floor and shape the culture, architecture, and product direction of our company.

Responsibilities:

- *Team building and culture* - attract, hire, and inspire a team of engineers who will drive the innovation of the company. Create a culture of coaching and collaboration that will endure as the team grows.
- *Product planning* - embrace an iterative and transparent process around allocating the resources needed to deliver on time. You should be able to account for both short and long term trade offs while keeping in mind the broader objectives.
- *Execution* - have full command of the software development process, delivering a high-quality product on predetermined dates while accurately forecasting changes to the timeline with clear communication and integrity.
- *Maintain morale* - ensure consistent output by giving your team enough ownership and latitude that they are happy, fulfilled, and prepared to handle the ups and downs of a startup.
- *See the bigger picture* - push the team towards more practical, incremental designs that can garner useful external feedback quickly — without compromising the long-term vision of the system.

- *Handling chaos* - When our product launch goes right and catches the world on fire, the feedback from the market can be overwhelming. You need to maintain a steady hand for the team and company.
- *Account management* - instill confidence in our customers and partners by balancing a deep empathy for the needs of our customers and partners with a practical assessment of our abilities.

Requirements

- Work experience as an engineering leader at a startup or nimble technology company.
- Expertise creating high-quality responsive UI/UX experiences.
- Familiar with architectural decisions and tradeoffs involved in building back-end infrastructure (e.g., AWS, GCP, Azure) for mobile and web-based platforms.
- Solid understanding of database technologies.
- Experience with analytics, testing, and crash reporting.
- Knowledgeable in current and emerging technologies and industry best practices.
- Familiar with product and design life cycles in early startup environments.
- Demonstrated experience leading engineering organizations through periods of rapid yet strategic growth.
- Strong interpersonal, organization, and project management skills.
- Understanding and experience with building energy modeling is a plus.

Culture:

We are passionate about creating an environment of empowered autonomous product teams who are emboldened to achieve company objectives however they see fit. We believe a command and control management style is too slow and restrictive to deliver the innovative customer experiences we wish to create. This requires technology leaders who are confident enough to rely on vision, strategy, coaching, and most importantly - trust, to unlock the full potential of their teams.

If interested please contact careers@helio-home.com.