HEAD OF ENGINEERING (M/F/D)

BUILD IT. SCALE IT. OWN IT.

At PETE Technologies, we don't look for caretakers. We look for builders.

As our Head of Technology, you'll shape how our platform is built, scaled, secured, and operated - in a fast-growing B2B tech scale-up where decisions matter and impact is visible. You'll combine architecture ownership, hands-on engineering, and a strong DevOps mindset to turn smart ideas into reliable, scalable products our customers truly depend on.

You'll work right at the intersection of Technology, Customer Success, and Sales making sure what we build actually solves real problems - fast, secure, and at scale.

WHAT YOU'LL OWN

- End-to-end responsibility for architecture and engineering across our cloud infrastructure and applications
- Steering and governance of software development, including Scrum Masters and agile delivery
- Being the final gatekeeper for technical excellence:
  - User Stories don't enter development unless they're complete, clean, and technically sound
  - You decide what gets built - and what doesn't
- Accountability for:
  - Development quality
  - Reliable delivery
  - Realistic effort estimations (no fantasy roadmaps)
- Continuous optimisation of cloud performance and costs (FinOps is not a buzzword here)
- Defining and improving engineering metrics that actually measure what matters
- Driving automation everywhere - from development to operations
- Accountability for operations, including steering external service providers
- Implementing ISMS-related technical measures and continuously improving Secure Score
- Turning the CISO's permission concepts into working, scalable reality
- Mentoring and growing our engineering team together with HR & People Development

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WHAT YOU BRING

You're a strong all-rounder with depth where it counts.

Tech-wise, you're solid in:
- Azure cloud infrastructure
- Microsoft 365
- Telekom OpenCloud or comparable enterprise cloud platforms

You're also fluent in Python, including:
- Building and maintaining production-grade Python applications
- Reviewing and guiding Python development in distributed teams leveraging GitHub

You're experienced with databases and data platforms, including:
- Relational SQL databases (data modelling, indexing, query optimisation)
- Cloud-native and analytical databases (e.g. Cosmos DB, DuckDB, or comparable systems)
- Performance tuning, cost awareness, and scalability in production environments

You've done this before:
- Cloud migrations and platform modernisation
- Cloud cost optimisation and performance tuning
- Functional leadership of software engineering teams
- Distributed development using GitHub (including releases & versioning)
- Agile development & DevOps practices
- Test automation and quality assurance

Bonus points if you bring:
- First hands-on experience or solid basics in Process Mining
- ITIL knowledge or experience as a process participant
- Real-world ops experience in production environments

You have 7+ years of experience in engineering, architecture, or tech leadership – and you know what scale-up reality looks like.

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HOW YOU THINK & LEAD

- Entrepreneurial mindset - you thrive in ambiguity and growth
- Ownership over excuses
- Strategic thinking and hands-on execution
- Sharp analytical skills and a strong quality radar
- Clear communicator across tech and non-tech audiences
- Comfortable leading distributed, international teams
- Always looking for simpler, faster, better ways to build and run systems

WHAT SUCCESS LOOKS LIKE

- High development quality with predictable delivery
- Cloud costs going down while performance goes up
- More automation, less manual pain
- Continuously improving Secure Score and ISMS compliance
- A motivated, high-performing engineering team that grows with the company

THE FINE PRINT (NO SURPRISES)

- On-site presence 2 days per week in Essen-Kettwig
- Valid German work permit required (we cannot provide relocation or visa services)
- English at C2 level
- German is not required

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HEAD OF ENGINEERING (M/F/D)

WHY PETE?

Your impact pays off. Seriously.

At PETE, ownership is not a buzzword - and compensation is not capped by rigid structures. Alongside a competitive base salary, we offer a **clear, performance-driven compensation model with direct profit participation**.

If you want real ownership, visible impact, and a share in our success:
Let's talk.

Sounds good to you? Then apply easily by email at info@pete-ai.com and become part of our team.

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