

United Kingdom Jobs Expertini®

Engineering Manager

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Company: Monzo Bank

Location: United Kingdom

Category: other-general

London or Remote (UK) | Base salary for this role is £100k - £140k depending on experience + stock options +

About us:

We're here to make money work for everyone and we're doing things differently. For too long, banking has been obtuse, complex and opaque.

We want to change that and build a bank with everyone, for everyone. Our amazing community suggests features, test the app and give us constant feedback so we can build something everyone loves.

We're focused on solving problems, rather than selling financial products. We want to make the world a better place and change people's lives through Monzo.

Engineering Management at Monzo:

Engineers and Engineering Managers at Monzo are part of cross-functional, autonomous teams and groups. Our teams are mission driven, and typically include Product Managers, backend, web and mobile engineers as well as data scientists, designers and subject matter experts relevant to that mission. Teams are organised into groups, and then collectives - we aim to keep our line management structure as shallow as possible, and for teams to directly own decision making relevant to their work.

Engineering Managers are accountable for the technical and delivery outcomes for their area - that means supporting and developing best in class engineering talent, as well as creating an inclusive team environment for people to do their best work. You'll be responsible for structuring, organising, supporting and challenging your team to deliver on their mission.

You can read more on the expectations of Engineering Managers on our.

The Role:

We're always hiring Engineering Managers as we continue to grow and build new teams.

We hire on a pipeline based approach which means your application will be considered across all of our open EM positions. We use the interview process to assess your strengths and we'll match you to a role that best aligns with your experience. Of course, this is a collaborative process so you can also tell us which roles you're most interested in as you progress through interviews. We're currently hiring across Business Banking, Borrowing, Customer Operations, Payments, and Growth.

You'll spend your time:

Taking accountability for delivery across your squad(s), collaborating with the Technical Lead and Product Manager.

Actively fostering a high bar for engineering excellence within your teams. You're accountable for the technical outcomes your teams deliver alongside individual engineer performance and growth, so holding a high bar (and clearly articulating your expectations clearly) is key.

You'll initially lead a group of around 7-10 engineers (depending on the role) and support, coach and develop them through their career with regular 1:1s and continuous feedback.

Partner with senior engineers in your area to drive technical initiatives that raise the bar for our engineering practices.

Lead on communication with stakeholders from other teams, creating focus space for engineers to do their best work.

Collaborate with the wider engineering organisation to contribute to company-wide best managerial and technical practices and standards.

You should apply if:

While this is not a role which requires hands-on-coding, we are looking for an experienced manager who has a strong technical and delivery background and **has worked as a software engineer in previous roles.**

We recognise that engineering managers lead in different ways, we're looking for someone who:

Is comfortable operating with ambiguous problem areas with a high degree of autonomy.

It's a bonus if you have experience working in an experimentation led environment.

Has delivery experience and is able to guide the squads in achieving their outcomes.

Focuses on outcomes over processes, who optimises for the highest impact and leverage.

Is able to input, understand and challenge engineering decisions - but to empower the team to make those decisions themselves

Has an understanding of what good looks like for a high-performing team of engineers and ability to chart a course to get there

Is able to coach people to achieve their goals

Has a natural ability to inspire and motivate a team

We consider your application across all open EM roles at Monzo independent of which role you've applied for, **sdif you've recently applied to a similar role at Monzo and have been unsuccessful, please wait 6 months before applying again.**

The interview process:

Our interview process involves three main stages

Recruiter Call (30 mins) You'll meet our Engineering Leadership Recruiter to discuss your experience and learn more about Monzo. They'll be your partner and guide throughout the interview process.

Initial Call (1 hour) You'll meet with one of our Senior Engineering Managers or Engineering Directors. They'll ask you about your previous experience, in particular people leadership, product delivery and technical leadership. They'll ask example based questions ('Tell me about a time when...')

Loop Stage (3 hours 30 mins) The Loop stage consists of 3 x 60 min interviews that take place over 1-2 days (depending on your availability) and one 30 minute reverse interview (more details below).

- Team and Org Management (1 hour)

An example based interview with 1-2 of our engineering leaders. They're interested to hear

examples from your previous experience on the teams you've led, how you've shaped and partnered with product, and the impact you had.

- System Design (1 hour)

You'll partner with a Staff or Principal Engineer on a technical whiteboarding exercise.

- Behavioural (1 hour)

Similar to Team and Org Management, this is an example based interview with 1-2 Engineering Leaders. This interview focuses on your people leadership style and core behaviours as an Engineering Manager.

- Chat with an Engineering Leader (30 mins)

At Monzo, we believe interviews are a two-way street. This will be your opportunity to ask us any questions about Monzo, engineering leadership or our teams – whatever's on your mind.

All things going well, you'll have completed the hiring process

What's in it for you:

Base salary range for this role is between £100k - £140k depending on experience + equity + stock options & benefits

We can help you relocate to the UK

We can sponsor visas

This role can be based in our London office, but we're open to distributed working within the UK (with ad hoc meetings in London).

We offer flexible working hours and trust you to work enough hours to do your job well, at times that suit you and your team.

Learning budget of £1,000 a year for books, training courses and conferences

And much more, see our full list of benefits

We're usually always hiring for Engineering Managers, so there's no closing date for this job.

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