Company Description

Finoa is the leading digital asset platform for institutional investors and corporations, backed by renowned investors like Coparion, Venture Stars, Signature Ventures and Balderton Capital. Founded by Henrik Gebbing and Christopher May in 2018 and based on a shared aspiration to make institutional interaction with digital assets as simple and secure as possible, Finoa has grown into a truly international company, powered by a diverse team, and serving hundreds of clients globally. If you want to join one of Europe's most exciting FinTech start-ups, be part of this once in a lifetime opportunity, and grow together with our company, then this is your chance to apply.

Job Description

As a Head of Development you are going to take care of the daily performance of our talented developer team, while continuously optimizing our existing processes. The ideal candidate has lead teams in the past and has a strong sense of initiative, ownership and flexibility, while never losing sight of the big picture.

Role Description

- You will be direct line manager of our evolving developers' team.
- You take part in the regular Finoa planning cycle to identify development needs from product management, our system architects and the company management.
- You are going to organize the day-to-day work of the developers inside the team.
- You create visibility on the development progress to Tech management and other stakeholders in the organization.
- You continuously look for ways to optimize the development processes and the quality delivered by the team.
- Be responsible for guiding, coaching and mentoring the individual developers in the team.
- Continuously improve the skills and competences in the team through training and knowledge sharing.
- Identify recruitment needs and be responsible for the organic growth of the team.

Requirements

- M.Sc. In computer science or related field.
- Background in SW development. While you are no longer actively writing code today you would not be afraid to get your hands dirty when necessary.
- Knowledge in industry standard QMS and ISMS systems, like ISO 9001 and ISO 27001.
- Proven experience on leading a team of ~10 developers and a good understanding on what it takes to scale a development organization to several tens of developers.
- Excellent understanding of Agile SW development. You are fluent with Scrum and Kanban and understand the strengths and weaknesses of these frameworks.
- Flexibility to adapt your way of working to the needs of the organization.
- Solid perception of what it takes to build a world class SW development organization in a strongly regulated industry.
- Having experience in banking industry is considered a strong plus.

Why you should apply

Diverse and inclusive team: We are from 10+ different countries with diversity of both thought and background on a mission to disrupt the digital asset industry. We support each other and take pride in our achievements. We attract talents from companies like McKinsey, Credit Suisse, JP Morgan, Google, Moonfare, and N26.

Ownership & learning-curve: Opportunity to make an active contribution to the growth story of one of the leading disruptors in the FinTech industry.

Communication: We treat our staff like owners by being open, transparent, and providing regular communication about our direction and progress. We provide regular insights into decision making, strategy, and company-wide OKR progress so that each of our employees is aligned and empowered. We are also always aiming to improve how we can more effectively communicate.

Office: We offer both the flexibility to work remotely or to work in style and comfort from our modern office at Checkpoint Charlie, the heart of Berlin (at the moment, we all work from home).

How to get in touch

If you believe this opening paints an adequate picture of your profile, please visit this site and apply: Head of Development (m/f/div) - Finoa GmbH (recruitee.com)

Finoa is an equal opportunity employer devoted to diversity and inclusion in the workplace. We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status or disability status.