



OLIO

SOLVING THE PROBLEM OF FOOD WASTE

OLIO is the world's only neighbour-to-neighbour food sharing app, and our mission is to solve the problem of food waste in the home & local community, at scale. We do this by connecting anyone with spare food – which can be households or food businesses – with neighbours living nearby who would like it. Globally, over one third of all the food we produce gets thrown away, which is worth over \$1 trillion; and in a country like the UK half of all food waste takes place in the home. OLIO solves this problem with our award-winning mobile & web app.

Over the past 6 years OLIO has grown from a local initiative in North London to a global movement. We now have over 5 million users who have given away 40 million portions of food, in 62 countries. OLIOers have also given away 3 million household items in our non-food section; and the new 'MADE' section in the app which connects neighbours to sell home-made food and hand-made crafts, is growing extremely fast.

Underpinning OLIO's incredible growth has been our volunteer programme, with over 40,000 people reaching out to spread the word about OLIO in their local community. We also work with over 4,500 business locations across the UK via our [Food Waste Heroes Programme](#) to enable them to have zero food waste locations.

We have a bold ambition to have 1 billion OLIOers by 2030, given that reducing food waste has been identified by [Project Drawdown](#) as the #1 most important thing humanity can do to mitigate the worst effects of the climate crisis. Our work has been widely recognized, most notably by the United Nations who highlighted OLIO as a "beacon" for the world, and by Vivatech who awarded OLIO "Next European Unicorn".

JOIN OUR TEAM!

To help take OLIO to our next level in growth and impact, we're looking for an **Engineering Manager** to develop people, drive the technical decisions and help develop our Food Waste Heroes Programme. The role will ensure the team is growing sustainably, is productive and engaged. The Engineering Manager will report to the CTO and be part of the engineering leadership team.

The next stage of OLIO's journey will be focused on product development (for both the OLIO app and the systems that govern our Food Waste Heroes Programme), plus internationalization into Asia (Singapore, NZ, AU), Latin America (Mexico, Chile, Argentina, Colombia) and Northern Europe (Ireland, Sweden, Netherlands), where we have already seen strong organic traction. We will also need to be ready to scale/enter new markets faster than planned.

Over the next 2.5 years, we will be growing OLIO

- Team from 65 to 150+
- Revenue from £2.5m ARR to £20m+ ARR
- Community from 5 million members to 25+ million, and 5+ million listings per month
- From a presence in a small handful of markets to a dozen international markets

In this role, you will be responsible for:

- Leading and developing a team of 7 FTEs. This requires focus on processes for onboarding and mentoring
- Taking accountability for technical delivery of the team and product quality, working closely with the Product Manager and the Technical Lead
- Defining, prioritizing and executing the technology investments required to scale the current system to support businesses growth
- Defining people allocation for technology investments, operational tasks and business projects.
- Overseeing the team's overall health and engagement, fostering an inclusive environment for continuous learning and growth

- Fostering a culture of engineering excellence, setting high operational excellence standards, defining Service Level Agreement - SLA and Service Level Objectives - SLO
- Fostering a high performance culture, supporting career development for team members through feedback, coaching and performance management
- Overseeing the technical direction of the team, reviewing architectural changes and technical improvements, working closely with the technical leader
- Collaborating with other engineering leaders to sustain high standards and define best practices for the overall technology team
- Contributing to hiring for the overall tech team

OLIO's tech stack is:

- Ruby-On-Rails core application framework
- React-Native for the web consumer applications
- Ruby-On-Rails/React volunteer portal
- Hosted on AWS utilising RDS Aurora, ElastiCache, S3, CloudFront, ECR, Fargate, Lambda functions, Cloudwatch,
- Docker

This is an incredibly exciting time to join OLIO and help us unlock our full potential! OLIO is a remote-first company with an incredibly strong culture and was last year listed as a top 5 place to work by [Escape The City](#). We live for our mission, but like to have fun along the way!

IS THIS YOU?

Our ideal candidate will first and foremost be as passionate about our mission as we are! In addition to this, you will have the following attributes:

- Overall experience in software development of 5+ years, at least 2 years in management within tech product companies.
- Customer-centric approach to building products, and data-driven for decision-making.
- Strong team work abilities, contributing effectively to building a collaborative culture and high performance.
- Strong technical background, capable of challenging engineering decisions aiming to raise standards.
- Passionate about leading and growing people, fostering inclusion and diversity and high degree of empathy.
- Excellent written and spoken communication skills in English.
- Experience in career development, performance management and salary reviews.
- Passionate for solving problems for real customers, oriented to business outcomes.
- Software development experience in at least one of the languages (Javascript / Ruby), and/or frameworks (React/Rails)
- Experience setting goals and measuring team outcomes.
- Experience getting the very best out of a team.
- Leads by example.

Nice to have

- Experience building teams in a startup environment during hyper growth period.
- Experience as a former senior software developer.
- Experience hiring and structuring remote teams.
- Experience working with B2B products.

All OLIO team members share these attributes:

- Mission obsessed
- High degree of initiative, and autonomy, with a 'can-do' attitude
- Resourceful and creative
- Thorough, but able to move quickly and decisively
- A ruthless ability to prioritise
- Excellent communication skills
- Diverse (18 nationalities, 21% LGBTQT+, early 20s to 45+)
- Fun to work with ☺

HOW TO APPLY

Please send your CV and covering email explaining why you are the right person for this role to people@olioex.com with the subject line "Application: Engineering Manager" by 18th March 2022.