



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 7 years OLIO has grown from a local initiative in North London to a global movement. We now have over 6.5 million users who have given away 67 million portions of food, in 62 countries. OLIOers have also given away 6.4 million household items in our non-food section.

Underpinning OLIO's incredible growth has been our volunteer programme, with over 75,000 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".

<https://olioex.com/about/our-impact/>

JOIN OUR TEAM!

We are looking for an **Engineering Manager** to develop people and drive the technical decisions in our Community Experience Team, making it better for millions of users globally, while at the same time having a direct impact on fixing the climate crisis. See more about our team by watching [our video](#) about how we work.

You 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.

We value freedom and autonomy with accountability for your own time. All of our positions are remote working roles, but we do try and have quarterly/half-yearly in person meetups with the larger tech team/company (when possible). We live for our mission, but like to have fun along the way!

All candidates must be eligible to work & reside in the UK

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 listed as the 4th best place to work by [Escape The City 2022](#), and in late 2022 OLIO was awarded official B Corp Certification, which means that we are a company that's legally committed to high standards of social and environmental performance, transparency, and accountability.

IS THIS YOU?

Our ideal candidate will first and foremost be as passionate about our mission and [values](#) as we are. In addition to this, you will have the following attributes:

Main Responsibilities

- Leading and developing a team of 8 individual contributors. This requires focus on processes for onboarding and mentoring
- Overseeing the team's overall health and engagement, fostering an inclusive environment for continuous learning and growth
- Taking accountability for technical delivery of the team and product quality, working closely with the Product Manager and the technical leader
- Prioritise and execute the technological investments required to have an app performing at international scale to support businesses growth
- Defining people allocation for technology investments, business projects, and business initiatives.
- Fostering a culture of engineering excellence, setting high operational excellence standards
- 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 engineering team
- Contributing to hiring for the overall engineering team
- Managing stakeholder expectations across all levels in the company, in collaboration with the Product Manager

Essential Experience

- Overall experience in software development of 5+ years, at least 2 years in management within tech product companies
- 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
- 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
- Software development experience as senior developer of mobile apps (native or with react native)
- Experience setting goals and measuring team outcomes
- Proven record getting the very best out of a team
- Strong track record of servant leadership within teams

Ideal experience

- Experience building teams in a startup environment during hyper growth period
- Experience hiring and structuring remote teams
- Experience working with products of multiple engineering teams
- Experience hiring and building mobile app teams

All OLIO team members share these attributes:

- Mission obsessed
- Self-starters with a 'can-do' attitude
- Resourceful and creative
- Thorough, but able to move quickly and decisively
- A ruthless ability to prioritise
- Excellent communication skills
- Fun to work with ☺

At OLIO we boast a diverse team, with team members of 28 nationalities, ages ranging from early 20's to 45+ and a strong female presence in the company (59%). Our team members come from a range of ethnic backgrounds (24%),

as well as team members from the LGBTQ+ community (29%), and those who identify as neuro-divergent (38%), and disabled (6%). We are part of the [All-In Promise](#), and we are committed to keep this going as we grow, and encourage people from all backgrounds to apply.

HOW TO APPLY

Please send your CV to people@olioex.com, and tell us why you are the right person for this role, and how you are responding to the climate crisis in your personal life. Please use the subject line "Application: Engineering Manager - Community Experience team"