

VP R&D- Job Description

Who are we?

Planck is a pioneering, AI-based platform for commercial insurance data and insights. Leveraging deep industry expertise and breakthrough data science, Planck improves several insurance processes, from prospecting, to underwriting to pricing and renewing, by aggregating small and medium businesses' digital footprints to help insurers acquire a comprehensive understanding of risk profiles.

We are a group of smart, innovative, self-driven people who love technology and love making an impact on the world. You will work alongside some of the most experienced professionals in artificial intelligence and accomplished data leaders.

Major Responsibilities

- Rapidly scale the engineering organization by hiring and retaining exceptional talent and designing organizations, systems, and tools to help us scale effectively
- Leading the R&D strategy and methodologies, optimize the work process and efficiency
- Direct responsibility on the R&D deliveries; high-quality software solutions on tight schedules in a fast-paced environment
- Contribute, as a member, to the company's global management team, seeing the big picture and take part in building the company's roadmap
- Foster a strong engineering culture and a fun work environment
- Use strong organizational leadership skills, self-motivation, and growth-oriented mindset to lead, motivate, and inspire multiple teams of engineers to deliver high-quality software and be held accountable for their performance
- Work closely with Product, CTO and GTM leadership on strategic planning, product development and execution
- Recruit, retain, and develop great engineers who form cohesive teams capable of learning and growing
- Ensure your team's success by removing roadblocks, addressing conflicts, and operating as its champion
- Promote and instill essential software engineering practices in your team
- Track, produce, analyze, and act upon key metrics & milestones to ensure quality products are delivered on time

- Establish and maintain a world class engineering culture dedicated to craft, quality and impact

Requirements

- 5+ years of experience in Engineering Management including next line managers- Must
- 5+ years of hands-on development experience
- Experience with building successful SaaS products.
- Experience with building a successful R&D organization, with agile software teams.
- Passionate about helping engineers develop new skills and advance in their careers.
- Leading, coaching and mentoring strong team leaders and engineers.
- Management experience in companies that delivered deep technology products.
- Startup experience - Must, at least for 50-250 sized startups
- Great communication skills.
- Highly technical with expertise in infrastructure, architecture, and DevOps. Strong passion for the craft of engineering.
- You stay familiar with emerging technologies and best practices such as DevOps, Containerization, and Data Science
- Operate with empathy and strive to cultivate a work environment that is both supportive and challenging

Some Tel Aviv Benefits & Perks

- Stock options for all employees
- Team events, fully-stocked kitchen, yoga and more
- High amount of PTO days and work life balance