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Engineering Manager

OVERVIEW

EXOS is seeking an Engineering Manager to mentor and coach our engineers as they build new applications across multiple platforms (browser, mobile, wearables) using Typescript, React and Node. This is a player-coach role where you will need to be hands-on technically. If you like being part of a high-performance team solving problems and building sophisticated applications that improve the lives of others, this is an excellent opportunity for you.

EXOS has embarked upon a transformational journey and is creating new software products that will make our already world-class human performance and fitness coaches accessible to everyone. For the past 20 years, professional and [elite athletes like Olympians](#) (read more about Olympic athletes we're coaching like [Alana Smith](#) and [Riley Compton](#)), as well as employees at companies across the world, have become healthier and achieved their goals through EXOS coaching, products, and technology. Now EXOS is launching software products for everyone that are powered by those same components.

EXOS products will fill an already identified white space opportunity to serve performance oriented individuals and teams looking for a solution to "make sense" of their highly fragmented fitness and performance lives. This will be achieved with the leadership and inspiration from a coach, the support of an aligned team to train with, the efficacy of a way to track progress, and the engagement with inspirational and educational content. Key to all parts of the product will be technology enablement of our coaches and personalization of the experience of our members. These programs will bring together 20 years of EXOS methodology into virtual coaching products that enable users to achieve their goals, through the integrated coaching of their efforts using the four EXOS performance pillars of mindset, nutrition, movement, and recovery.

RESPONSIBILITIES

- Mentor and coach a team of full stack software engineers
- Collaborate with product managers, designers and other cross-functional partners to plan upcoming initiatives that will delight customers and achieve your team goals
- Partner with Technical Leads in shaping and guiding the technical direction for your team

- Work with your team to develop the standards and processes required to ensure we are delivering high-quality products as efficiently as possible
- Participate in code reviews and lead technical discussions
- Identify hiring needs for your team and work with our recruiters to source and interview engineers
- Maintain a knowledgeable opinion of modern tools, frameworks, etc. for possible usage at EXOS
- Own your software and infrastructure from design to production and afterwards (including on-call support)

QUALIFICATIONS

The ideal candidate has:

- 7+ years of software development experience
- Previous experience managing and mentoring software engineers
- A strong understanding of Agile software development approaches such as Kanban and Scrum and when to use them
- Experience leading the execution of large projects and identifying and removing roadblocks that stand in the way
- Experience developing web or server solutions using technologies such as React, Typescript, Node and GraphQL
- A strong understanding of web browser technologies (HTML, CSS, cross-browser compatibility, performance, responsive design)
- Experience building and deploying mobile apps using React Native or native mobile technologies
- Experience using CI/CD, unit tests, and end to end tests to ship software frequently and with high quality

ABOUT EXOS

EXOS' purpose - to become the world's leading human performance company - is grounded in the organization's history and proven methodology, as well as its unparalleled reputation within the world of professional and elite athletes.

In 1999, Mark Verstegen pioneered an industry that didn't exist, now known as integrated human performance training. Verstegen created EXOS, then called Athletes' Performance, with the goal of helping athletes achieve optimal performance. Initially, the business was focused on working with elite athletes (professional, college, Olympians and the special forces in the military) across four pillars of performance - mindset, nutrition, movement and recovery. EXOS designed and delivered bespoke programs for these individual athletes via one-on-one coaching, as well as immersive visits to EXOS' elite training facilities, located at their headquarters in Phoenix, where athletes and servicemen/women could come for days and/or weeks to train.

From its perch at the tip of the pyramid of the performance space, EXOS expanded its impact by integrating its methodology with purpose-built technology to deliver scaled services to employer populations. EXOS formed deep partnerships with several of the most innovative employers and began to penetrate this outcome-driven space with its people, programs and solutions.

In December of 2014, EXOS expanded both its reach and impact by acquiring MediFit, a leading provider of corporate and community fitness and wellness centers (gyms). This furthered EXOS expansion beyond the individual athlete into the business of designing and managing fitness and wellness centers within corporations, universities, community hospitals and centers, residential communities and other recreational centers. Simultaneously, EXOS continued to invest in its Physical Therapy / Sports Medicine offering via additional acquisitions.

EXOS' ability to lead in human performance is grounded in 20+ years of bespoke [Sports Science](#) and the development of proprietary tools across sleep analysis, mindset focus, fuel planning and movement efficiency.

EXOS' vision is to provide everyone with access to the world's most intelligent coaching services and insights enabling each of us to achieve our full performance potential.