

## Engineering Lead

### Description

We are seeking a hands-on Engineering Lead to drive the technical excellence, scalability, and reliability of our product platform. This role is ideal for an engineer who enjoys writing production-grade code, architecting scalable solutions, and mentoring developers, while gradually evolving into a strategic technical leader.

Our platform is built primarily on the MERN stack (MongoDB, Express.js, React, Node.js) and runs on AWS cloud infrastructure. The Engineering Lead will play a key role in building and scaling a multi-tenant SaaS platform that integrates with Learning Management Systems (LMS), enterprise content systems, and accessibility remediation tools.

Initially, you will lead a small team of 1–3 engineers, growing into a squad of 4–6 engineers, collaborating closely with the Product Manager, Testing Lead, and UX/Product Design team to ensure high-quality and rapid delivery.

### Responsibilities

#### Technical Leadership

- Design and architect scalable, secure, and high-availability systems for a modern SaaS platform.
- Lead development of applications built using the MERN stack, ensuring best practices in code quality, maintainability, and performance.
- Conduct code reviews, architecture reviews, and design discussions to maintain strong engineering standards.
- Mentor and guide engineers through pair programming, technical coaching, and structured feedback.
- Drive adoption of modern engineering practices, including AI-assisted development, automated testing, and infrastructure automation.

#### Product & Feature Delivery

- Translate product requirements into technical designs and sprint-ready tasks.
- Work closely with the Product Manager, Testing Lead, and UX Lead/Product Designer to deliver features at speed without compromising quality.
- Ensure best practices in software development, CI/CD, testing, and release management.

#### Scalability & Performance

### Hiring organization

ansrsource

### Employment Type

Full-time

### Duration of employment

Permanent

### Job Location

Hybrid in Bangalore

### Date posted

March 6, 2026

- Design systems that can process and transform large volumes of content and data.
- Build resilient pipelines for parsing, processing, and reintegrating diverse content types into client CMS platforms.
- Drive continuous improvement in system performance, monitoring, and fault tolerance.

### **Collaboration & Communication**

- Collaborate across teams to align technical strategies with product goals.
- Communicate complex technical concepts to non-technical stakeholders.
- Contribute to a strong engineering culture that balances speed, quality, and maintainability.

### **Qualifications**

- 4–6 years of software engineering experience, including at least 1–2 years in a technical leadership role.
- Strong hands-on expertise in one or more of: Java, Python, Node.js, or similar modern languages.
- Deep understanding of cloud platforms, preferably AWS (EC2, S3, Lambda, RDS, etc.).
- Experience with microservices, API design, containerization (Docker, Kubernetes), and CI/CD pipelines.
- Strong background in database design (SQL/NoSQL), caching, and distributed systems.
- Familiarity with security best practices in cloud-native applications.
- Excellent problem-solving, architecture design, and system scaling skills.
- Strong communication and mentoring abilities.

### **Evaluation Process**

- Interview Rounds: Technical depth, leadership, and system design interviews.
- Practical Assignment (Case Study): Design a scalable architecture for scanning a content management system (CMS) to access HTML pages, extract and decompile them into different content types, process each content type through separate pipelines, and then recompile and push the updated HTML back into the CMS.
- Coding Exercise (Optional): Short live coding or take-home problem to validate hands-on ability.

### **Job Benefits**

We are at an exciting growth stage: our product has achieved market fit and is

rapidly expanding to meet customer needs while staying ahead of competitors. Joining us means:

- Building systems that process and transform content at scale, impacting learners and institutions worldwide.
- Growing into a strategic technical leader with direct influence on architecture and engineering culture.
- Collaborating with peers across product, UX, testing, and accessibility to deliver cutting-edge solutions.

If you are passionate about building scalable systems, mentoring engineers, and solving complex technical challenges, we would love to meet you.

### **Equal opportunity statement**

**ansrsource** provides equal employment opportunities to all team members and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, caste, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. We respect and support diverse cultures, backgrounds, talents, and perspectives. We believe embracing diversity and creating an inclusive environment will help us grow and succeed as an organization and better serve learners, who are the ultimate audience for all we create.