nestio

VP of Engineering

Nestio is the software powering millions of real estate listings in major cities around the US. We're looking for a leader of our growing Engineering team to recruit, manage, grow, lead and motivate. As VP of Engineering, we will look to you to drive the engineering team forward, define and build a strong culture and become a thought partner and leader to the rest of the organization.

We have a leadership team with over 20 years experience in Real Estate Marketing Technology from companies such as RealPage, Hightower, OLR, Reonomy, Zillow and more. We're backed by investors and advisors who have funded or founded the top companies in Real Estate Tech (MyNewPlace, DotLoop, VTS, LoopNet, Trulia and more). Our customers market and manage over 2.5M multifamily units nationwide in cities such as New York, Boston, Chicago, San Francisco, Los Angeles, Austin, and Dallas. We've generated $30M+ in additional profit for our clients: Nestio increases our clients' bottom-line, reducing vacancy and eliminating repetitive work to translate into direct revenue.

We are looking for strong technical leaders who:
- Partner with the business to drive technical direction and context within a growing Engineering team.
- Are eager to create a culture of mentorship within Engineering.
- Care about efficient code and iterative development.
- Have an opinion on what makes a strong engineering culture.
- Are located in NYC, or who are open to relocation.

What you'll do:
- Partner with the business to affect and drive growth.
- Drive developer productivity and solve issues standing in their way.
- Expand our engineering team leading technical recruitment efforts and hiring processes.
- Establish scope, priority, and schedule of product deliverables with the rest of the leadership team.
- Work closely with the CTO to set technical direction.
- Implement best in class software engineering practices.
- Regularly evaluate and provide feedback and mentorship to engineers.

- Provide technical leadership to the development team.
- Evangelize great practices across teams.
- Work closely with product owners, designers, and developers in a dynamic, agile environment innovating on new products and features.
- Not afraid to get dirty/into the weeds.

What you've done/What you know:
- Grown a lean engineering team into a larger well-oiled machine.
- Have a track record of managing, leading and motivating productive engineering teams.
- Experience growing and retaining teams that are continuously shipping product.
- 10+ years of experience, 5+ years in a leadership role.
- TDD/BDD advocate.
- Have a background as strong individual contributor to development projects.
- Have a track record of managing, leading and motivating productive engineering teams.
- Experience growing and retaining teams that are continuously shipping product.
- Setting up scalable process for on call hours and other operational duties.
- Have successfully managed Product and Engineering to the same metrics.

About Nestio

Nestio offers the most complete marketing and leasing management solution for residential landlords and brokers. We capture and structure data and insights from the thousands of real estate listings and millions of consumer interactions that pass through our system each day, and surface those to our clients through our beautiful, easy-to-use platform. From top national management companies to boutique brokerages, thousands of multifamily professionals rely on Nestio's intuitive software to manage their inventory from one place, optimize the tenant experience from prospect to close and drive more revenue.

Our go-to technologies are Python, Django, and PostgreSQL on the back-end and React/Redux on the front-end. We're constantly expanding beyond those to things like Flask, Go, Redis, or whatever tool helps create a maintainable solution to the problem at hand. We maintain all this with an agile workflow, a robust test suite, continuous integration, and code reviews for all deployed code.