Head of Development

Are you interested in building a world-class new customer experience for our B2B SaaS (Software as a Service) company? For the past 20 years, we've grown our customer base in a small niche by having a great product, excellent customer support, and word-of-mouth. We need you to help improve our products, build new products, and improve our internal infrastructure while still ensuring we are satisfied, happy, and have sane lives.

As Head of Development, you will:

- Ensure the quality (including performance, security, and scalability) of the solutions we build
- Manage the order, scope, and direction of ongoing development to keep the team operating efficiently
- Participate in prioritizing ongoing and potential work
- Ensure the quality and timeliness of updates to production
- Attract, retain, and develop the development team
- Work closely with the Product team to ensure we understand and solve high-value business problems
- Collaborate with other members of the Management team towards achieving company goals

About Moraware

Moraware sells SaaS scheduling, quoting, and inventory solutions to countertop fabricators - the companies that build and install kitchen countertops. Currently, over 2,700 use at least one of our products, and by 2030 we will have over 5000 companies relying on our solutions to run their businesses.

We've been in business since 2003 and are profitable, with no outside investors and no debt. We're a fully remote company with a small but mighty team. In this role you will work remotely from NV, CA, OR or WA, but periodically travel to meet with team members and customers in-person.

About The Role

Build high-quality, long-term solutions:

You are great at building solutions that long term value to the business. You will:
- Ensure code is secure, well designed, maintainable, free of defects
- Maintain a process for ongoing code and design review
- Ensure that work is done consistent with style and framework guidelines

Managing priority and scope:

You make sure everyone is working on the right thing, at the right time
- Manage the order, scope, and direction of ongoing development
- Work with management to prioritize ongoing and potential work
- Ensure the quality and timeliness of updates to production

Company Leadership:

As part of the management team, you'll be reporting to our General Manager. You will be contributing to the management and leadership of the entire company. You will:

- Help define and implement the overall company strategy.
- Align team goals and initiatives with the overall company goals.
- Collaborate closely with the other functions at the company (Marketing, Sales, Customer Support) to deliver on our growth plans.

Team Leadership:

Even though you're responsible for the development team's results, you're not working alone. You'll:

- Determine the appropriate resources to execute on Moraware's product initiatives
- Attract, motivate, develop and retain a high-performance team. You'll ensure everyone on the team is doing work they are good at, enjoy, and is important to Moraware.
- Help team members improve their skills through education and coaching so that they can achieve their career goals while meeting the business goals we've established for Moraware

Requirements

- 10+ years experience in software development
- Prior managerial experience leading and growing a development team
- Process and metrics driven. Experience defining and documenting standard operating procedures and key performance indicators

Benefits
We offer a competitive salary, four weeks of paid time off, ten sick days, matching 401(k), and we pay for 100% of your health insurance premiums. Our generous profit sharing and great team make this a company you'll want to stay with for many years.

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.

How to Apply
If this sounds like the perfect match for you, DO NOT send us a resume. Instead, we'd like to know more about the real you. Send us an email at devjobs@moraware.com containing:

- 3-10 sentences describing why you're proud of a specific project or result
- 3-10 sentences about why you are qualified to lead development at Moraware
- Which of these 4 states you plan to work in: California, Nevada, Oregon, or Washington