

DEVELOPMENT TEAM LEAD



Term: Full-time | **Location:** Calgary (hybrid)

Compensation: Base salary of 100–120k CAD, benefits, and participation in employee stock options plan

Role Overview

As the Team Lead at Monark, you will balance hands-on development with leadership responsibilities, shaping our technical strategies and leading a team of talented developers. You will oversee day-to-day development efforts, run agile sprints, mentor team members, and ensure alignment between business objectives and technical execution. This role requires a collaborative mindset, excellent communication skills, and the ability to prioritize competing demands in a fast-paced startup environment.

Key Responsibilities

Team Leadership and Development:

- Lead, mentor, and support a team of developers, fostering a collaborative and inclusive team culture.
- Facilitate agile development cycles, including sprint planning, stand-ups, and retrospectives.
- Provide technical mentorship and professional development opportunities to team members.
- Act as the primary point of contact between the technical team and the Chief Science Officer (CSO), ensuring business priorities are understood and implemented effectively.

Hands-on Development:

- Actively contribute to codebase development, balancing coding responsibilities with leadership tasks.
- Review code and ensure adherence to best practices, coding standards, and quality benchmarks.
- Troubleshoot and resolve complex technical issues, guiding the team toward effective solutions.

Product and Technical Strategy:

Collaborate with the CSO and cross-functional teams to translate business goals into technical deliverables. Drive the execution of the product roadmap, ensuring timely delivery of high-quality features. Identify opportunities to leverage emerging technologies to enhance our products and technical processes.

Infrastructure and Operations:

Oversee the design, implementation, and maintenance of our cloud infrastructure, focusing on scalability, reliability, and cost optimization.

Implement robust monitoring, alerting, and disaster recovery mechanisms to ensure system stability.

Optimize resource allocation and infrastructure utilization.

Collaboration and Communication:

- Work closely with stakeholders to communicate technical concepts and trade-offs in business terms.
- Ensure alignment between technical and non-technical teams to maintain a shared understanding of goals and progress.
- Champion open communication and knowledge sharing within the team.

Key Qualifications

- 6+ years of experience in software development, with 2+ years in a leadership or mentorship role.
- Strong expertise in JavaScript-based development and frameworks (Node.js, Express, React, React Native, etc.).
- Hands-on experience with AWS cloud services, including designing and managing scalable architectures.
- Familiarity with LLMs, AI tooling, prompt engineering, and training/tuning models is a strong asset.
- Proven ability to balance strategic thinking with tactical execution, managing competing priorities effectively.
- Excellent communication and interpersonal skills, with a talent for bridging the gap between technical and business teams.

Join Us

If you are passionate about leveraging technology to drive innovation and thrive in a dynamic startup environment, we want to hear from you! Join us at Monark in our mission to revolutionize Leadership Development and make a meaningful impact on the world. Apply now to lead the charge towards a brighter future.

Please send a cover letter explaining why this position interests you along with your resume to:
amanda@leadwithmonark.com