



Engineering Manager

About Luma Brighter Learning

Luma Brighter Learning Value Statement: **Learning. Done. Better.**

Luma is the leading learning company in the trucking industry. Luma's comprehensive eNugget® Learning Platform has shown measurable results in helping trucking carriers improve safety, communication, and compliance.

Luma's Core Values / Operating Principles

- **CUSTOMER COMMITMENT:** We build relationships that make a positive difference in our clients' and our lives.
- **INTEGRITY:** We deliver on our promises.
- **QUALITY:** What we do, we do well.
- **PASSION:** Committed in heart and mind.
- **TEAMWORK:** We can all do small things, but together we can do something wonderful.

Job Description

1. Purpose of the position: Provide leadership and mentorship to the engineering team with oversight of project management, QA/testing, and devops processes in order to deliver high-quality, scalable solutions aligned with Luma's strategic goals and values. The Engineering Manager ensures efficient processes, fosters a culture of continuous improvement, and collaborates closely with cross-functional stakeholders to drive innovation and customer satisfaction.
2. Ideal Personal/Professional Performance - Behavioral Characteristics
The person selected to fill this position will possess the following key personal characteristics
 - a. Visionary
 - b. High Urgency Drive
 - c. People Oriented / Excellent Communicator
 - d. Strategic Thinker
 - e. Adaptable & Proactive
 - f. Problem-Solver
 - g. Integrity & Accountability
 - h. Organized & Detail-Oriented
 - i. High Cognitive Abilities
3. "**K**nowledge, **S**kills and **A**bilities required to effectively **P**erform" in this position (KSAP's).



- a. **Technical Leadership.** Proven experience in leading technical teams, and possesses deep understanding of SDLC and best practices.
 - b. **Team Management & Mentoring.** Experience in hiring, coaching, and retaining talent. Building an effective team accountable to their roles.
 - c. **Project Management.** Familiarity with Agile/Scrum/Waterfall methodologies and the ability to coordinate team's work, manage backlogs, and ensure timely delivery of projects.
 - d. **QA Oversight.** Familiarity with automated testing methodologies and ability to initiate and enforce adoption in the development team. Manage business- and code-quality reviews of projects prior to deployment.
 - e. **DevOps Oversight.** Basic understanding of DevOps practices and CI/CD pipelines and ability to make decisions / manage resources surrounding new and existing cloud implementations.
 - f. **Security and Compliance Awareness.** Familiarity with data privacy, security standards, and compliance regulations in SaaS environments.
 - g. **Cross-Functional Collaboration.** Able to work with CTO and business stakeholders to align technical resources and ensure quality of product.
 - h. **Proficiency in PHP/MySQL:** Follows SDLC practices and adapts to team coding standards.
4. Key Performance Outcomes/Results an experienced individual (i.e. someone who has successfully served in this position for six months, or longer), will be held accountable for achieving.
- a. Build and maintain a highly functional development team with established SDLC practices
 - b. Conduct regular one-on-ones, performance reviews, and mentorship sessions for direct reports
 - c. Initiate and enforce automated testing tools / procedures and perform / manage code reviews to ensure code quality and outcome efficacy.
 - d. Define, collect, and report performance metrics across the development team in order to monitor and ensure business and development KPIs are met
 - e. Identify, assess, and mitigate risks related to project timelines, technical debt, and resource constraints, ensuring development efforts are on time
 - f. Ensure all tier 2 tickets are appropriately handled.
 - g. Lead incident management and root-cause analyses for critical issues.
 - h. Meet with clients to gather requirements and to facilitate the implementation of special client projects.
 - i. Lead Product and Technology Meetings to facilitate successful meeting outcomes.



- j. Build and prioritize product backlog to align with strategic goals and visions as set by senior leadership.
- k. Collaborate with the technology team to break down project tasks effectively for visibility and efficient completion.
- l. Ensure all company documentation related to technology projects is kept up to date, including requirements, specifications, and project status updates.
- m. Other tasks as defined by the CTO