



Technical Lead, Application Development

Location: Argentina (remote)

About the Role

We are seeking an experienced Technical Lead to lead our application development team, which includes full stack developers, Zoho developers, and engineers supporting our Delphi applications. This is a hands-on leadership role, roughly 80% hands-on technical work and 20% people leadership, with direct reports. You will set technical direction, manage and mentor the team, stay close to the code, and help complete the migration from our legacy Zoho and Delphi platforms to new modern web applications. Once the migration is complete, the team will continue to build and support these web applications as full stack developers.

This role leads the application development team, not the data engineering team, though close collaboration with the data team is expected

What You'll Do

- Lead, manage, and mentor a team of direct reports, including a Senior Full Stack Developer, Zoho-focused Software Engineers, and Delphi and Full Stack Software Engineers.
- Set technical direction, architecture, and coding standards for our modern web applications and the migration work supporting them.
- Plan, prioritize, and assign work in Jira in partnership with product managers and business stakeholders, and deliver on commitments.
- Remain hands-on (approximately 80% of the role), contributing code and leading design for complex features, integrations, and APIs.
- Own the integration strategy between the new web applications and internal data platforms, including interim integrations with legacy systems during the migration.
- Help complete the migration from legacy Zoho and Delphi platforms to new modern web applications, including planning, sequencing, data migration, and cutover.
- Develop Zoho and Delphi engineers into full stack developers through mentoring, pairing, and training, so the team can continue building and supporting the new web applications after the migration.
- Run code reviews and establish best practices for testing, source control, CI/CD pipelines in Bitbucket, documentation, and release management.
- Hire, onboard, and develop team members, including setting goals, providing regular feedback, and conducting performance reviews.
- Oversee production support, incident response, and root cause analysis for the team's applications.
- Communicate status, risks, and technical trade-offs clearly to leadership and non-technical stakeholders.
- Collaborate closely with the Data Team and IT Operations on data integrations, infrastructure, deployments, and production support.
- Drive the continued expansion of AI-assisted development within the team, establishing best practices for AI coding tools and staying current with emerging technologies.



Required

- Bachelor's degree in Computer Science, Information Systems, or a related field (or equivalent experience).
- 8+ years of professional software development experience, and demonstrated ability to lead a team autonomously
- Strong full stack experience: JavaScript/TypeScript with React and back-end development in Python (Django preferred).
- Experience designing RESTful APIs and system integrations.
- Advanced SQL experience
- Databases: primarily MSSQL, with some PostgreSQL.
- Knowledge of containerization and orchestration tools (e.g., Docker, Kubernetes).
- Familiarity with CI/CD pipelines (Bitbucket Pipelines) and DevOps practices.
- Linux and Windows Server
- Agile, including running sprint planning and backlog management in Jira.
- Experience with cloud platforms (Azure preferred)
- Familiarity with AI development best practices, including AI-assisted coding tools and integrating AI capabilities into applications.
- Excellent communication, leadership, and stakeholder management skills.
- Experience with federated front-end architectures and implementing authentication/authorization across microservices

Preferred

- Familiarity with the Zoho platform (e.g., Zoho CRM, Creator, Deluge, Zoho Flow) to support migrating its functionality to modern web applications.
- Working knowledge of Delphi (Object Pascal) and experience migrating legacy applications to modern web applications.
- 2+ years leading or managing engineers
- Experience leading teams through the adoption of AI-assisted development, with a demonstrated ability to shift engineering culture toward AI-native workflows