

Job Description – Engineering Manager / Director

Location: Bangalore

Employment Type: Full-time

Experience: 10–15+ years

About Us

Avo Automation is an industry-leading test automation platform dedicated to revolutionizing how businesses approach software quality.

Emerging from stealth mode in late 2020, we have focused on transforming the way organizations think about software quality.

Our AI-driven, no-code platform delivers continuous quality assurance across key business processes and supports over 200 technologies.

With efficient test data management and machine learning capabilities, our platform enables teams to enhance quality, conduct efficient data validation, and reduce time to market.

About the Role

We are seeking an experienced **Engineering Manager/Director** to lead and scale our engineering organization. This role requires deep expertise in SaaS architectures, AI/ML integration, and agile practices, along with strong people leadership and business alignment skills. You will guide teams to deliver high-quality, AI-enabled software at speed while fostering a culture of ownership, experimentation, and continuous improvement.

Key Responsibilities

Technical Leadership

- Drive cloud-native SaaS architecture and distributed systems design.
- Champion **CI/CD pipelines** for safe, automated, and rapid delivery.
- Guide teams on AI/ML workflows: data pipelines → model training → deployment → monitoring.

Agile & Lean Practices

- Promote **story slicing** into small, testable increments to maximize flow.
- Scale agile practices across teams while balancing autonomy and alignment.
- Foster iterative delivery and tight feedback loops.

People & Talent Management

- Coach engineers to own delivery, experiment, and continuously improve.
- Mentor technical leads in both software engineering and AI/ML best practices.
- Build a culture of safe, frequent deployments and responsible AI adoption.

Operational Excellence

- Ensure release reliability through monitoring, observability, and automated rollback.
- Embed **MLOps** and continuous retraining for AI-powered SaaS.
- Define metrics for **deployment frequency, lead time, change failure rate, and AI model performance**.

Strategic Thinking & Business Alignment

- Align engineering throughput with product roadmaps and business outcomes.
- Balance speed of delivery with long-term maintainability and compliance (esp. in AI systems).
- Drive innovation while managing technical debt responsibly.

Communication & Change Leadership

- Translate complex engineering and AI concepts into business value for executives and customers.
- Lead cultural change toward **“always deployable” software** and responsible AI integration.
- Influence stakeholders with clarity on trade-offs (speed vs. reliability vs. cost).

Qualifications

- Bachelor's/Master's degree in Computer Science or related field.
- 10–15+ years in software engineering, with 5+ years in leadership roles.
- Proven track record of leading teams in **SaaS, cloud-native, and AI/ML-powered products**.
- Strong knowledge of **CI/CD, distributed systems, MLOps, and agile scaling**.
- Excellent people leadership, coaching, and communication skills.
- Ability to align engineering strategy with business goals.