



# Head of Engineering

Melbourne, Victoria, Australia  
Full Time (40 hours per week)

Scale our SaaS product and you will save lives. Really.

## The opportunity

- Genuine global impact. No corporate spin here, social impact is the focus of everything we do. By shaping Covidence your impact will be felt around the world.
- Own the technology. Drive technical strategy and execution with the freedom to act decisively and courageously.
- Grow your team. Recruit, create a culture, inspire others. Build a medium-sized team immediately and keep on growing as we scale.
- Grow the app. Maintain performance as our users and datasets continue to grow exponentially.
- Feel the love. Build a product genuinely loved by users and customers. Join a team of lovely people.
- Base salary \$160,000 - \$180,000 negotiable + salary packaging, skills dependent.

## The mission

Research and innovation can create a better world, but here's the issue: there is so much research going on no one can keep up.

Working with Covidence you will change that. You will enable the world to create reliable knowledge from the flood of new research.

In doing so you will save lives. Really.

Here's a case study: using Covidence to accelerate their work, the Australian Stroke Foundation is saving over 500 people a year from death or severe disability.

They are one of the thousands of organisations around the world using Covidence to distill the noise of research into high value, actionable knowledge.

They are our heroes - the truthsayers working hard so the world can know reliably what works and what is simply wrong or unknown.

## **Who we are**

Covidence is a SaaS product that cuts the time for research to be processed and delivered to doctors, nurses, teachers and other front-line workers, so they can make better decisions.

Academics and students around the world use Covidence to find relevant scientific articles from the global pool of published research, assess their quality, and combine their research findings to create trustworthy 'bottom line' reports that define what is known on any topic.

We are a global non-profit enterprise based in Melbourne, Australia. Our vision is a world shaped by the best possible research evidence and our mission is to create the digital tools to make that happen. Our values are Mission-driven, Empathy, Quality and Collaboration.

Our current stack is TypeScript and React frontend, and Rails and GraphQL backend.

We are growing rapidly with the world's largest user community in this space and many of the world's leading universities as our customers (names like Harvard, Yale, Stanford, Berkeley, Columbia, Cornell and NYU).

With growing sales revenue and generous support from Australia's leading charitable foundations we are growing our team to drive a new phase of growth.

## **What you will do with us**

We will give you the resources and freedom to build your team, initially building up to a medium size, and adding as we continue to scale. We will support you to attract and nurture wonderful people, and together create our company and values.

Using your super power of turning a vision into a solution, you will develop and communicate our technical strategy, and help drive our business and product strategies. With the CEO and along with the Head of Product you will co-own the Covidence product.

You will provide technical leadership in all aspects of the business. As someone who thrives in an early scale-up, you will love getting on the tools, but primarily focus on architecture, people, quality, and strategy.

We will connect you with our machine learning, crowdsourcing and semantic data research partners, the world's leaders in their fields, so you can integrate and build to create the most efficient workflows for our users.

As part of the leadership team you will drive the growth and operations of a strong, experienced and globally distributed company (the product and engineering team is co-located in our Melbourne office).

## **What we are looking for**

At least ten years engineering experience with some of that time in startups or scale-ups.

Experience leading technical teams, either as a CTO or a team leader. Strong collaborator within and beyond product teams.

Strong technical background in domain modelling, data modelling, software engineering and architecture, and ingestion and transformation.

An understanding of our vision, and alignment with our values. Like the rest of us, we imagine over time you will develop a passion for delivering on our mission.

An ability to create strategy and prioritise ruthlessly to deliver both short-term and long-term customer value, managing execution with a natural attention to detail.

An innate hunger for growth. We are serious about making a meaningful global impact and are impatient to achieve that.

## **Next steps**

Thank you for reading to the end of our ad. If this sounds like your thing please apply with a cover letter and resume or LinkedIn profile. If not, feel free to pass on to others.

If you have questions or wish to apply, contact [careers@covidence.org](mailto:careers@covidence.org).

Note: you must have the right to work in Australia.