

# Engineering Manager Cody Core M4

## Description

Location While we are an all-remote company and hire almost anywhere in the world, we have a preference for someone to reside in the following locations for this role. However, if you feel qualified, we welcome you to apply regardless of location. No matter what, working hours must overlap with PST for at least 20 hours/week and be willing to flex to work with a globally distributed team. Preferred locations: Remote - San Francisco Why this job is exciting Cody aims to redefine the coding experience for individual developers, large-scale enterprises, and everyone in between. Cody is an AI coding assistant that lives in your editor. Cody can find, explain, and write code using LLMs and Sourcegraph's code graph search engine to provide answers that eliminate toil and keep programmers in flow. The Cody Core team owns the Cody product experience across our growing set of clients, including Visual Studio Code and the JetBrains family of IDEs. They own the engine which powers all of the client experiences. As Engineering Manager - Cody Core, you will work closely with teams from across all of Sourcegraph, including working closely with the AI team to bring R&D insights into the product. You will utilize both your leadership skills and technical acumen to identify and implement new ideas in the rapidly evolving space of AI coding assistants. You will build product experiences that meet the scalability and reliability needs of large Enterprises. You will lead a team of high-agency, self-directed teammates and will have opportunities to dive in and be deeply technical yourself. You will report directly to the Head of Engineering. Your deep experience in developing and managing software projects will be instrumental in defining the operational and architectural roadmap for Cody. Your expertise in building products using ML or generative AI will be critical as we pioneer new ways to integrate AI-driven features into the developer experience. Your experience with IDEs or other language tooling will be critical for helping us build a high quality user experience. Within one month, you will: Take responsibility for a distributed, FAANG-bar team, roughly eleven engineers (plus contractors), and lead them as a front-line manager. Your organization will grow as the company grows. Work closely with other Engineering department heads on cross-functional initiatives. Within three months, you will: Identify any gaps you see in the Engineering org and help address them in an appropriate way, bringing prior experience to bear in recommending and driving solutions. Work closely with customers, product, and technical success to deeply understand customer needs and translate them into technical solutions. Build a variety of new features. A few examples include Increasing the number of ways Cody can help developers Bringing a large variety of context sources into Cody Introducing features that help enterprises manage and scale their use of Cody Bringing increased automation to Cody Within six months, you will: Champion customer engagement in all phases of design, development, and deployment. Drive novel ideas that advance the developer experience through the use of AI. Within one year, you will: Have hired, retained, and grown exceptional people to make our team even more representative of the world's population. Collaborate with product and engineering leadership to develop the next set of ambitious goals that your org should work towards. Develop a clear technical and execution strategy to achieve that next set of goals. About you You are a technical, customer-driven manager who works from a place of compassion and curiosity. You have experience working with highly technical customers across business sectors. You can work across departments to align requirements and priorities from a broad set of engineering, product, and business stakeholders. You are strongly aligned with our values, inspired by our mission to make it so that everyone can code, and motivated to do your best work at Sourcegraph. You find joy in solving innovative, complex technical problems. You have personal domain

## Hiring organization

Sourcegraph

## Job Location

San Francisco, California, United States

## Base Salary

\$ 20000 - \$ 50000

## Date posted

May 25, 2024

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expertise with more than one of generative AI, IDEs, or programming language tooling such as compilers, build tools, static/semantic analysis, or language servers. You can work effectively across multiple programming languages with and without prior experience. You may not code every day, but you are eager to jump into the code for anything from answering a customer question to fixing a bug to adding some new functionality. **Experience** You have experience leading teams developing projects with Machine Learning / Generative AI. **UI/UX** Proven experience in leading a team in the development of highly refined and intuitive UI/UX, preferably in the developer tools space. **Management** You have at least 4 years of experience managing engineering teams and 5 years of hands-on coding experience. You have held a high technical bar for teammates as well as yourself. **Hours** Your working hours overlap with 8am-4pm PT for at least 10 hours per week so we have time to collaborate synchronously when necessary. Nice to haves: **Language** You can work effectively across multiple programming languages with and without prior experience. **ML** You have hands-on Machine Learning experience, such as training or fine-tuning generative AI models. Level **M4** This job is an M4. You can read more about our job leveling philosophy in our Handbook. Compensation **Compensation** We pay you an above-average salary because we want to hire the best people who are fully focused on helping Sourcegraph succeed, not worried about paying bills. As an open and transparent company that values competitive compensation, our compensation ranges are visible to every single Sourcegraph teammate. To determine your salary, we use a number of market and data-driven salary sources, along with your location zone, and target the high-end of the range to ensure weâre always paying above market regardless of where you live in the world. Both U.S. and international locations are divided into one of four zones, determined by the cost of labor index for each area. The starting salary for a successful candidate will be based on level, job-related skills, experience, qualifications, and location zone. Please note that these salary ranges may be adjusted in the future. **Target Compensation** The target compensation for this role is \$245,000 USD base. Zone 1: \$245,000 USD Zone 2: \$196,000 USD Zone 3: \$147,000 USD Zone 4: \$98,000 USD Please speak with a recruiter for additional information regarding zone locations. **Equity** In addition to our cash compensation, we offer equity (because when we succeed as a company, we want you to succeed, too) and generous perks & benefits. Interview process Below is the interview process you can expect for this role (you can read more about the types of interviews in our Handbook). It may look like a lot of steps, but rest assured that we move quickly and the steps are designed to help you get the information needed to determine if weâre the right fit for you! Interviewing is a two-way street, after all! We expect the interview process to take 5.5-6 hours in total. **Introduction Stage** – we have initial conversations to get to know you better! [30m] Recruiter Screen [60m] Technical Screen / Resume Deep Dive **Team Interview Stage** – we then delve into your experience in more depth and introduce you to members of the team, including cross-functional partners! [15m] Hiring Manager Intro [60m] Technical Interview [45m] Cross-functional Team Collaboration Interview [60m] Peer Interview / Values Interview **Final Interview Stage** – we move you to our final round, where you gain a better understanding of our business and values holistically! [30-60m] Hiring Manager Screen [30m] Leadership Interview We check references and conduct your background check Please note – you are welcome to request additional conversations with anyone you would like to meet, but didnât get to meet during the interview process. Please mention the word **\*\*PROUD\*\*** and tag **RMjA5LjlyMi4yMS42Mg==** when applying to show you read the job post completely (**#RMjA5LjlyMi4yMS42Mg==**). This is a beta feature to avoid spam applicants. Companies can search these words to find applicants that read this and see they're human.

## Contacts

Job listing via [RemoteOK.com](https://www.RemoteOK.com)

