

# Principal Product Engineering Lead

## Description

Role overview: As a Principal Product Engineering Lead, you will lead one of the crucial teams that ultimately determines our success or failure. Our product's innovativeness and quality, as well as our engineering execution, play a big part in whether we become the indisputably best way to work remotely. There are several challenges that make product engineering at Gather uniquely tough yet rewarding. For example, the design challenge of "how do you replicate a real-life office in a virtual world?" requires engineers to prototype extremely quickly and draw on the best ideas from game design to social apps to VR, if not invent new UX paradigms altogether. On the other hand, using virtual worlds for work for 8 hours a day is a foreign concept to our users, so shipping with a high degree of quality is important to make users feel delighted and understood, not confused. Often, we need to go the extra mile on polish (or game feel) to make the experience work. We are looking for engineers with a high level of craft, product sense, and pace to help us create our next-generation product. You will tackle some of our hardest problems at the intersection of product and engineering and then help mentor the rest of the team on how to hit a higher bar of excellence. This role can potentially have formal management responsibilities over a small team, depending on your preference. Bonus: if you have read Creative Selection, you felt like the author described your dream job. Where you will make an impact: Solve some of our hardest problems at the intersection of product and engineering. Uplevel the team in pace, product sense, and quality, and mentor other members of the team to improve their craft. Drive high-quality technical decision-making for your team. Work closely with product and design to shape large parts of the company's strategy and direction. Identify opportunities in the development process or technical bottlenecks to make the team more efficient. Help foster a culture with high agency, accountability, and camaraderie. What you bring: Extremely high technical proficiency in full-stack engineering. Strong product sense and ability to quickly navigate the creative process of creating entirely new product experiences from scratch. A keen intuition for well-designed software and beautiful, usable interfaces. Intrinsic motivation and the drive to solve difficult problems without guidance. An open and growth mindset when giving and receiving feedback. You are resourceful, have a bias towards action, and love moving fast. You enjoy spending time understanding customers and are adept at getting to the root problems that your product is uniquely positioned to solve. US Salary Range: At Gather, compensation may vary outside of this range depending on a number of factors, including a candidate's qualifications, skills, competencies and experience, and location. The base salary range for this position in the selected city is \$215,000 - \$265,000 annually and we encourage candidates outside of this salary range to apply. Base pay is one part of the total package provided to compensate and recognize employees for their work, and this role will be eligible for a stock reward reflective of an early-stage startup. Benefits: Work remotely out of a state-of-the-art virtual office! Competitive compensation, benefits, and meaningful equity. Comprehensive medical, dental, and vision insurance for employees and their dependents. 401k and matching program. Generous PTO policy and mental health days to recharge. Meal stipend twice a week to keep you nourished. Remote work, education, and health & wellness stipend. Support for family planning & gender-affirmation. The opportunity to join a passionate team in building something that actually makes peoples' lives better, every single day. Please mention the word \*\*RIGHTFUL\*\* and tag RMzQuMjEzLjEzNS40OA== when applying to show you read the job post completely (#RMzQuMjEzLjEzNS40OA==). 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.

## Hiring organization

Gather

## Job Location

San Francisco Bay Area, California, United States

## Base Salary

\$ 95000 - \$ 125000

## Date posted

June 6, 2024

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## **Contacts**

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