



Director of Engineering

About Imagine

All children have immense potential, but hundreds of millions don't have access to the learning they need. Imagine Worldwide believes that every child should be empowered with the basic right to literacy and numeracy. We provide an innovative education technology solution and implementation model to the global literacy/numeracy learning crisis using the [onebillion](#) application and various toolkits and systems to support implementation. Our model is massively scalable, and evidence-based, and can deliver foundational learning to millions of the most marginalized children.

Imagine Worldwide partners with governments, organizations, and communities to provide child-directed, tablet-based learning that is accessible, effective, and affordable. We are a California-based (United States) nonprofit organization operating across seven Sub-Saharan African countries. Learn more on our [website](#).

Candidate Profile

The Director of Engineering will play an instrumental role in carrying out Imagine's mission, to design, test and scale tablet-based learning solutions that enable children to become literate and numerate. The Director will join a highly committed and collaborative team that is working together to empower every child, everywhere to achieve their full potential. The functional team includes the Director of Technology and the Co-CEO, and the external software development firm and consultants the Director will be responsible for managing. The position offers an international, flexible, learning environment to enhance individual career development and growth. They will be the most senior technical member of the team.

Key Responsibilities

The Director of Engineering will take overall responsibility for all systems and applications design, development, maintenance and documentation. At a high level, these are the major streams of work:

- 1) Developing and maintaining the more complex parts of our information administrative systems, as well as managing the integration and use of the onebillion application. Read more about the [Open Learning Architecture](#) (50%)

- 2) Leading and managing an outsourced team for the design and development of our new information management systems that will be used to manage our large-scale implementations (25%)
- 3) Data Governance, security and access management for learner and school data (10%)
- 4) Supporting the team with the implementation use of low-code platforms, apps and tools for program management and other systems as required (15%)

The Director's responsibilities will include, but will not be limited to, the following:

Software Engineering Responsibilities

- Design client-side and server-side architecture of systems to operate in contexts of poor or intermittent internet connectivity, for multiple end users and stakeholders
- Plan software development projects, determine resources required, conduct sprint planning, task scoping and task prioritization
- Contribute to and implement UX and design plans to deliver aesthetically appealing interfaces
- Perform coding assignments and/or work with outsourced development teams to ideate and develop well-functioning databases, applications and APIs
- Review code work for accuracy and functionality, analyze code segments regularly, perform tests and take full accountability for the work produced by outsourced teams
- Develop software testing plans, conduct testing and/or oversee testing of software to ensure responsiveness and efficiency
- Troubleshoot, debug and upgrade software
- Manage AWS cloud environment and other infrastructure
- Develop security and data governance policies and frameworks to ensure data privacy, and support data analysts in extracting insights
- Take full ownership of technical documentation of all systems and applications used by the organization

Provide strong leadership and assess opportunities for efficiencies:

- Develop and nurture Imagine's relationships with the key vendors and service providers to support the scaling of projects
- Assess efficiency opportunities and make recommendations to Imagine's leadership
- Support dissemination of organizational know-how and learnings with internal and external stakeholders
- Keep up-to-date with industry trends and technology developments

Qualifications

The successful candidate will possess the following competencies, experiences, and qualities:

Education

Bachelor's Degree in Computer Science or relevant field, and 8-10 years of proven work experience as a Full Stack Developer or similar role, with a minimum of 5 years experience managing a team. Experience in delivering projects in underserved or low-income communities. Additional work experience is welcome.

Role-Specific Skills Required

Proven experience that includes:

- Familiarity with common stacks
 - Knowledge of multiple front-end languages and libraries (e.g., HTML/ CSS, JavaScript, XML, jQuery)
 - Knowledge of multiple back-end languages (e.g., C#, Java, Python) and JavaScript frameworks (e.g., Angular, React, Node.js)
 - Familiarity with databases (e.g., MySQL, MongoDB), web servers (e.g., Apache) and UI/UX design
- Ability to develop ideas and solutions in response to problems
- Ability to execute analytical and logical work projects to a high level of precision
- Ability to persevere and persist until hurdles are overcome
- Ability to communicate clearly and efficiently when solving problems

General Skills Required

- Excellent written and oral communication skills in English (required)
- Strong interpersonal and relationship-building skills
- Ability to work effectively in multicultural environments and teams
- Strong organization skills and superior attention to detail
- Experience in managing multi-site and multi-vendor orders at the international level
- Ability to work under pressure and meet deadlines
- Good knowledge of computer hardware and software
- Ability to proactively manage and resolve conflicts

Qualities

- Passion for Imagine's mission and vision
- Demonstrated commitment to equity in educational access and outcomes
- Passion for supply chain management and logistics

- Demonstrated ability to think independently and solve problems
- Collaborative team player; clear and proactive communicator
- Flexible, adaptable, and able to work in a fast-paced, changing environment

Compensation & Benefits

Salary is competitive and commensurate with experience.

Location

The Director of Engineering should be based on the African continent with a preference for the countries that Imagine is already operating in. Regional travel to field sites will be required.

How to Apply

Please submit a resume and your personal details on [this link](#). Applications will be reviewed on a rolling basis. Details on Imagine's operations, countries reached, leadership and funders can be found at imagineworldwide.org.

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Imagine Worldwide is proud to be an equal-opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.