



ENGINEERING MANAGER ECOMMERCE (M/W/D)

WHAT CONVINCES US

- Several years of experience as a disciplinary manager of engineering teams, including leading more than one team at the same time.
- A solid engineering background and a genuine technical curiosity – you understand modern software development well enough to shape how your teams build software, including how they use AI.
- Experience with digital products in e-commerce or another consumer-facing field, across web and mobile.
- A proven track record of hiring and developing engineers and Tech Leads, and of handling performance issues, conflicts and difficult conversations.
- Experience improving how engineering teams deliver software, including processes, practices and quality.
- Hands-on knowledge of AI-assisted software development, and experience introducing it in teams: what works, where it fails and how to measure it.
- Experience leading teams across locations and countries; ideally also building new teams or leading organisation-wide change.
- Business-fluent English; German is a plus.

WHAT YOU WILL DRIVE WITH US

- Lead and grow our eCommerce engineering teams as their direct disciplinary manager, including the new team building the Müller customer app.
- Create an environment where people can grow by setting clear goals, providing



LOCATION

**020276 Bucharest
Str. Barbu Văcărescu
301-311**



TYPE OF EMPLOYMENT

Full-Time



JOINING DATE

immediately



CONTACT

**Herr Werner +49 731
1747415**

- regular feedback, and supporting both management and expert career paths.
- Shape effective team structures with clear ownership and minimal dependencies, while managing capacity and scaling the new app team to its full potential.
 - Together with the Tech Leads, define how our teams build and deliver software – from the initial idea all the way to production – and continuously evolve our engineering practices.
 - Drive an AI-first approach across your teams by developing and implementing a clear AI strategy and enabling engineers to use AI effectively, responsibly and with the right support.
 - Build a strong quality culture where delivery and quality metrics help teams learn, improve, and deliver better software – rather than simply measuring performance.
 - Partner closely with Product Owners to turn business goals into clear priorities and create the focus teams need to deliver meaningful outcomes.

WHAT WE OFFER

- Flexible, hybrid working policy with 26 vacation days
- Meal tickets and private health insurance.
- Two locations, one team – work from Bucharest or Ulm
- Modern technologies, challenging architectural topics and an environment where technological excellence is explicitly encouraged.
- A modern IT organisation with over 230 colleagues, flat hierarchies and real freedom to shape your domain.
- Employee discount on Müller products
- The opportunity to shape a growing eCommerce engineering organisation, including a new customer app, for one of Europe's largest family-owned retailers.
- Real influence on how we build software, with an AI-first way of working.



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