



Vice President of Software Engineering

Altus Thermal *Somerville, MA*

About Altus Thermal

Altus Thermal is developing a smart, high efficiency hardware product for the residential market. Leveraging heat pump technology, Altus' product will increase comfort, reduce emissions and operating costs, and provide benefits to the electrical grid. If you want to be an early part of a growing climate tech company and develop advanced controls, keep reading. Altus is based at Greentown Labs in Somerville, Massachusetts.

The Role

As VP of Software Engineering you will develop and own all software-related aspects of our business; translating our strategy into an achievable roadmap and action plan. You will lead a diverse team and manage key external partners as well.

What You'll Do

- Build and lead a software team consisting of software engineers, controls engineers and data scientists to build Altus Thermal's Internet-of-Things software stack, from firmware to cloud
- Provide hands-on technical leadership to the team, setting the standards, procedures, and cadence for multiple development projects, conducting code reviews, and more
- Design the IoT architecture to balance competing near and long-term objectives across cost, performance, and scalability
- Manage external partners that are providing various inputs to and/or components of the IoT stack
- Partner closely with the CEO, VP of Engineering (Hardware) and other key leaders to ensure that our deliverables are aligned with our product vision, and that our product is reliable, effective and brought to market on time
- As a member of the management team, you will also contribute and lead in areas such as strategy, culture, finance and administration

What You Need

- A bachelor's degree or equivalent training in Computer Science, Computer Engineering or a related technical discipline
- 7+ years of relevant software engineering experience in a start-up or growth stage environment
- 5+ years of team management experience in a start-up or growth stage environment
- Significant experience with IoT and/or software development for the control of hardware products
- Strong ability to inspire, lead by example, grow leaders and hire top talent
- Deep understanding and commitment to software engineering best practices and principles and continuous improvement through measurement
- Passion about having an impact on climate change
- Demonstrated track record of achieving results in a resource constrained setting

Want to Learn More?

Please email careers@altusthermal.com with your resume and brief thoughts on:

- Why are you interested in joining an early-stage company/how does it fit with your goals?
- When the time comes for reference calls, what will your colleagues say about you?



- What's your proudest professional achievement?