

Senior Full-Stack Engineer / Tech Lead

Location: Puerto Rico (PR-based, required)

Type: Full-time

Role Overview

We're looking for a **Senior Full-Stack Engineer / Tech Lead** who is both hands-on technically and strong in leadership and communication. This role is ideal for someone who enjoys owning complex systems, guiding technical direction, and collaborating closely with cross-functional stakeholders.

You'll play a key role in designing, building, and scaling modern web applications while also leading technical decisions, mentoring engineers, and driving high-level problem solving.

Key Responsibilities

- Lead the design and development of full-stack applications using **React and TypeScript**
- Architect, build, and maintain cloud infrastructure on **AWS**
- Drive automation initiatives across **CI/CD pipelines, infrastructure, and application workflows**
- Own system design decisions with a focus on **scalability, performance, reliability, and security**
- Translate business and product requirements into clear, scalable technical solutions
- Serve as a technical leader and point of reference for **engineering best practices**
- Collaborate closely with **product, operations, and leadership teams**
- Communicate technical concepts clearly to both **technical and non-technical audiences**
- Participate in **code reviews, architecture reviews, and technical planning**
- Mentor engineers and help raise the overall technical bar of the team

Required Qualifications

- Senior-level experience as a **Full-Stack Engineer**
- Strong expertise in **React, TypeScript, and modern frontend architectures**
- Solid experience with **AWS** (cloud services, infrastructure, and cloud-native design)
- Experience with **automation** (CI/CD pipelines, infrastructure as code, or workflow automation)
- Proven ability to **lead technical initiatives** and influence engineering direction
- Excellent **communication, problem-solving, and decision-making skills**
- Ability to work independently and **take ownership of complex systems**
- Must be **based in Puerto Rico**

Nice to Have

- Experience with **infrastructure as code** (Terraform, AWS CDK, or CloudFormation)
- Prior experience in a **Tech Lead, Staff Engineer, or Principal Engineer** role
- Experience designing or integrating with **enterprise systems such as NetSuite and/or Salesforce.com**
- Familiarity with **API integrations, data synchronization, and third-party SaaS platforms**
- Background in **scaling systems** or leading **platform-level initiatives**
- Experience mentoring engineers or leading small technical teams

What We're Looking For

- A **strong technical leader**, not just an individual contributor
- Someone who thinks at a **systems and architecture level**
- A clear communicator who can **align engineers, stakeholders, and leadership**
- Proactive, **ownership-driven**, and comfortable operating in **ambiguous environments**