



CTO (f/m/d)

Full-time employee | Sofia/
Dresden | from now on



DRESDEN | BERLIN | ESSEN | VIENNA | SOFIA

WE ARE LOOKING FOR...

... a CTO (f/m/d) in Sofia or Dresden. As a true visionary, you take our tech teams to the next level strategically and operationally. You act true to the motto "done is better than perfect" and rely on agile approaches. As an empathetic team leader, you will provide your cross-location team with advice and support and place great value on the personal development of your team members. You are responsible for the IT Infrastructure, Data Integration, Content Backend and Web & App Development teams.

YOUR MISSION WITH US:

You proactively operate in 3 specific areas:

1. Leadership & team growth

- As a Leader, you are responsible for almost 20 persons in the teams Web, Data Integration, IT Infrastructure and Content Backend located in Berlin, Dresden & Sofia.
- Life-long learning is an ambition we take very seriously: The personal & professional development of the respective team leads is an essential part of your mission.
- YOU have the overview of responsibilities & plans of the tech areas and stand as a mediator in cross-team problem-solving issues at the front.

2. Tech vision

- You shape the digital transformation of retail marketing: Bringing together the IT for three interesting and challenging areas B2B product, B2C product and Ad-Tech.
- All-encompassing, you continuously develop the vision for our Tech division, designing strategic plans and executing them with the teams.
- You drive the big picture of our software architecture.

THIS IS WHAT YOU BRING ALONG:

- Several years of professional experience in software architecture and/or software development with various technologies (web, apps or backend), ideally in a digital marketing environment.
- You should proudly look back on at least 5 years of leadership experience of multiple similar teams such as web, app or backend development.
- You proactively take ownership of all tech topics and pragmatic and lean solution approaches.
- You are not afraid to say "thank you" and to approach your employees in an appreciative, transparent and honest manner.
- You don't shy away from challenging the status quo or have your ideas being rigorously challenged.
- You communicate expressively with your teams and at C-level in English. (German would be a plus).
- With your talent to recognize the strengths of others, you unleash the best possible from your team members.
- You are lean, pragmatic, forward-thinking,

- Your work closely with our CPO: Together you shape the products of Offerista.
- 3. Operations**
- Our tech teams make our systems do their work every minute. Your job is to make sure that execution, process flows, and collaboration work at a Champions League level.

solution-oriented at the very core of who you are.

- You enjoy business traveling to Germany/Bulgaria at least once per month.

BENEFITS & PERKS.

- **#diversity&inclusion** - be YOURSELF and get involved in our #nondiscrimination corporate culture with flat hierarchies, openness and a lot of genuinely nice and decent people.
- **#lean** - lean, agile and highly dynamic working environment with various activities and plenty of room for creativity and co-designing our common path.
- **#personalgrowth** - we support you to develop your own personal Offerista Development Plan, workshops, trainings and regular feedback.
- **#officegoals** - work in modern, playful and centrally located offices, ergonomically equipped and with daily fresh fruits, vegetables & yogurt as well as a tea and coffee flatrate with your favorite milk (vegan-friendly).
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- **#stateoftheart** - laptop, keyboard, screen? Here you get the latest technical equipment.
- **#100%flexible** - flexible working time models, trust-based working time, mobile working arrangements as well as the possibility of a sabbatical.
- **#teamfuckingawesome** - experience legendary team events and celebrations with us, such as our annual summer party or our Christmas event (Covid friendly).
- **#familyfirst** - bring your child and dog to the office and let us support you with an allowance for your childcare.
- **#corporatebenefits** - receive exclusive discounts with various providers.
- **#sustainability** - we are climate neutral! But there's still more to do! Get involved as an #orangeofficer to make Offerista even more sustainable.
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BECOME PART OF OUR TEAM AND SHAPE WITH US.

We are visionaries, betterers and thinkers. With dedication we design the digital shopping world of tomorrow. Already known as the market leader in digital retail marketing in the DACH area, our state-of-the-art products provide international digital coverage and store visits to retailers. The achievements fill us with pride, the future spurs us on. We are Offerista - and we are looking for bright minds that will make us even better. P.S. Don't be afraid to share this with your friends or co-workers - We are a growing business with many opportunities.

APPLY NOW.

CONTACT.



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