

Dstny – Technical Lead (Orchestration)

As a Tech Lead, you will provide clear technical leadership to a development team, remaining hands-on in software delivery while driving high standards of quality, sustainability, and security aligned with Dstny's engineering standards.

You will set technical direction, guide design and implementation decisions, and enable engineers to deliver reliably and independently. You will work closely with Engineering Management, Architects, PMs/POs, and adjacent technical leaders. You will translate business goals into executable technical plans, shape architectural outcomes, and surface risks early. You will balance short-term delivery with long-term technical health, making pragmatic trade-offs where required.

This is a hands-on leadership role grounded in day-to-day delivery. While you will contribute directly where it adds value, your primary responsibility is to raise the technical capability and decision quality of the team, set a strong example for engineering excellence, and champion improvements that raise the bar across the wider engineering organisation, including the effective use of automation and AI-assisted tooling.

The role does not carry formal people-management responsibility and instead relies on technical credibility, clear communication, and sound judgement to guide outcomes.

What we expect from you...

What You'll Do

- Guide the day-to-day technical direction of the team's services/systems.
- Guide architectural and design decisions, balancing long-term sustainability with near-term delivery.
- Collaborate effectively with other Tech Leads, Architects and Engineering teams.
- Ensure consistency with wider platform, security and compliance standards.
- Identify, articulate, and actively reduce technical debt in line with business priorities.
- Break down complex work into clear, executable tasks.
- Work closely with Product and Engineering Management to plan, sequence and de-risk delivery.
- Proactively surface risks, trade-offs and dependencies early, with proposed mitigations.
- Ensure the team can reliably deliver, without dependency on the Tech Lead.
- Set, and continue to uphold expectations for code quality, testing, observability and operational readiness.
- Lead by example, through hands-on contribution where it adds the most leverage.
- Be a champion within the team for continuous improvement in process and tooling.
- Coach and mentor engineers in the team to raise technical capability and autonomy.
- Foster a culture of ownership, accountability, and pragmatic decision making in the team.
- Act as a technical escalation point without absorbing all complexity.
- Translate business goals and constraints into clear technical plans and trade-offs.

What We're Looking For

Education & Experience

- Master's or Bachelor's degree in Computer Science, Engineering or a related field (or equivalent practical experience).
- 10+ years of professional software engineering experience, with a proven track record of operating production systems at scale.
- Proven experience as a Senior Engineer or Tech Lead, or other technical leadership role.

Core Skills

- Extensive commercial experience with C# and .NET
- Strong technical background in modern software development practices and scalable system architecture.
- Ability to manage cross-functional projects, collaborating effectively with Product, QA, and other stakeholders.
- Proven ability to lead technical delivery through influence rather than authority.
- Experience designing, building and operating production systems.
- Comfortable working within Agile/Scrum environments.
- Practical experience with modern DevOps practices and CI/CD pipelines.
- Excellent written and spoken communication skills in English.
- Ability to communicate clearly with both technical and non-technical stakeholders.
- Demonstrated ability to make and explain trade-offs under real-world constraints.
- Calm, pragmatic decision maker.
- Curious, reflective, and willing to challenge assumptions (including their own).
- Bias towards clarity, simplicity and sustainable solutions with high standards.
- Fluent in English

Technologies We Use

- **Backend:** C#, .NET
- **Web apps:** Vue.js, Typescript, HTML, CSS
- **DevOps & CI/CD:** GitLab
- **Virtualisation & containers:** Docker
- **Observability:** Prometheus, Grafana, Loki

We don't expect deep expertise in every technology on this list. We do expect that you can quickly get to a working understanding of any of them, form an opinion on the right tool for the job, and help the team make sound long-term choices. At this level, pragmatism, judgement and follow-through matter more than any single tool.

Bonus Points

- Experience building telecom, UCaaS, CPaaS or real-time communication platforms.

- Experience with multi-tenant SaaS platforms serving millions of end users.
- Background in security-sensitive environments (GDPR, ISO 27001 or similar).
- Infrastructure-as-code experience with Terraform or similar (Bicep, ARM)
- Experience with telephony and SIP

What we offer you...

A senior technical role with real scope — your decisions will shape a platform that serves millions of users across Europe.

A compensation package benchmarked for senior / staff-level engineers, including base, bonus and benefits.

Flexible working hours and remote work options — in digitalisation, we should lead by example.

Experienced colleagues, respectful engineering culture, and customers who trust us with mission-critical services.

<https://dstny.be/>