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Job Description: Engineering Director Cala Health, Inc.

About Cala Health

Cala Health Inc., an award-winning bioelectronic medicine company headquartered in the San Francisco Bay area, is transforming the standard of care for chronic disease. The company's wearable neuromodulation therapies utilize electricity as medicine, merging innovations in neuroscience and technology to deliver individualized peripheral nerve stimulation, while its vertically integrated commercial model is transforming the delivery of prescription therapies. Cala Health's lead product, Cala Trio™, is the only non-invasive, wrist-worn prescription therapy currently available for essential tremor. Cala Health has new therapies under development in neurology, cardiology, and mental health, and is backed by leading investors in both healthcare and technology. For more information, visit CalaHealth.com.

Our DNA

We're here to empower people to experience greater control over their chronic conditions and more freedom in their daily lives. Our science-first approach and rapid yet rigorous clinical development means we seek excellence in everything we do for customers and our teammates. Inspired by our work, and the talented team members who work with us, we're united in our collective goal to bring about improved, lasting patient outcomes.

Join us in building a better future.

The Opportunity

As Engineering Director, you will be in charge of overseeing the development, delivery, planning & maintenance of Cala's Digital Business systems. You'll make meaningful contributions to the business strategy and be able to deliver exciting digital solutions through the leadership and management of the Business Engineering team. You will serve as strategist/adviser, evangelist for adopting change that essential to our organization's ongoing growth and transformation strategy.

The successful candidate will:

- Evangelize, foster and enable development of a *"Patient first, digital anytime"* business solutions.
- Collaborate with Cala leadership to develop strategic opportunities with IT capabilities that will advance business outcomes. Drives digital innovation in products, workflow processes and solutions for data enabled therapies. Set, manage, and report KPIs to measure progress and facilitate data-driven decision making

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- Collaborate with stakeholders to evaluate, establish and govern standards for reduction in variability and complexity in Cala's Business solutions & technology landscape.
- Continually work with internal stakeholders to evaluate and assess technical debt and risks to business; advise on and mitigate solution architecture risks for current and emerging initiatives and projects.
- Influence the operation of multiple units and/or departments by identifying customer and operational needs, analyzing resources, costs, and forecasts and incorporating them into business plans
- Gain cross-functional support for business plans and priorities - translating business strategy into actionable business requirements, obtaining and distributing resources, setting standards and measuring progress
- Manage a diverse, multi-layered team of engineers including external partners to deliver on-time and at-quality solutions business solutions.
- Coach and mentor teams, and evolve processes to drive velocity, schedule accuracy and increase quality. You will be expected to continuously iterate and optimize for the purpose of driving impact.
- Manage team objectives, policies, process and budget for short & long-term roadmap.
- Work with peer and colleagues within the engineering organization to guide and develop, communicate and oversee implementation of high-level and low-level design in compliance to roadmap, architecture and design standards
- Ensure systems continue to stay performant and meet Customer and Internal stakeholder needs. Remove obstacles that impact performance; guiding performance and developing contingency plans accordingly and ensuring products and/or services meet customer requirements and expectations while aligning with organizational strategies.
- Be an expert at agile continuous delivery, DevOps and TDD/BDD and champion the culture, processes, and tools required to maintain a frictionless high-quality development environment
- Build a team of dedicated IT talent delivering business strategic programs, projects and services

Desired Skills and Experience

- Experience with large-scale consumer-facing web and mobile apps
- Excellent understanding of cloud and edge compute technologies
- Strong business acumen and entrepreneurial spirit leading to the ability to map long-term organizational vision and generate innovate ideas that create business value
- 10+ years of experience in building and sustaining similar solutions, preferably in the healthcare industry



- Skilled and experienced at negotiating conflict and problem-solving to achieve win-win outcomes at executive levels
- Ability to influence and break down silos within an organization as well across organizations
- Experience managing multiple engineering teams in multiple locations including in-house, near- and offshore
- Experience with large complex data ecosystems and data quality and lifecycle issues
- Prior experience building an integrations platform/infrastructure to seamlessly integrate 3rd party applications preferred
- Possess an excellent understanding of Agile software development practices and how to adapt them appropriately
- Possess a strong sense of best practices for software engineering, technical design and application architecture for building large scale Multi-tenant SaaS solutions / products
- Utilize deep knowledge of developing secure and scalable solutions in heavily regulated industries
- Strong communications skills for working with stakeholders with various backgrounds
- Ability to self-direct, self-manage, multi-task, prioritize assignments and work well under deadlines in a changing environment with a cross functional agile team.
- Ability to work within a team environment with vendors with other IT and business partners
- Familiarity with FDA Quality System Regulations, Medical Device Directive, ISO 13485, ISO 14971, and ISO 62304 standards is a plus.

Cala Health believes our success is based on diversity of people, teams and thinking. We offer all employees the tools, training and mentoring they need to succeed. Our selection process is driven by the key requirements for the role rather than bias or discrimination on the basis of a candidate's sex, gender identity, age, marital status, veteran status, non-job-related disability/handicap or medical condition, family status, sexual orientation, religion, color, ethnicity, race or any other legally protected classification.

If you or someone you know might be interested in this position, please submit a resume & an introductory email to careers@CalaHealth.com.