

Job Posting

Tech Team Lead (m/f/d)

Work with us!

Tech Team Lead (m/f/d)

We are hiring!

Tech Team Lead - (m/f/d)

Location: Frankfurt, Germany (hybrid)

Start: June 2025

right° is a multi-rewarded software company specializing in measuring the climate impact of economic entities in a single, understandable unit - °C. With our unique XDC-Model, we deliver clear, data-driven insights that enable companies to transparently understand and strategically **manage their contribution to climate change**.

right° is **led by our founders**, Hannah Helmke and Dr. Sebastian Müller. Their visionary yet grounded leadership shapes a corporate culture defined by pragmatic collaboration, flexibility, and a strong team spirit - qualities that manifest in our intensive, results-driven work environment.



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Tech Team Lead (m/f/d)

Your role & Contribution

As **our Tech Team Lead**, you will be responsible for the strategic development and integration of our technical platforms across the areas of Database, Model, Software Development, and Product Ownership. You will lead a highly diverse team, maximizing its potential through exceptional leadership. In close collaboration with our founders and product managers, you will help drive our mission forward:

1. Define Technical Vision & Roadmap
2. Lead Key Technical Areas
3. Ensure Quality & Compliance
4. Foster Collaboration & Leverage Networks



Define Technical Vision & Roadmap

1. Develop and communicate a **forward-thinking strategy** that highlights our unique ability to measure climate impact in °C.
2. Work closely with Hannah, Sebastian, and other stakeholders to create and implement a **cohesive roadmap**—always with the goal of harnessing the full potential of a diverse team.

Lead Key Technical Areas

1. Contribute your technical expertise to our **product portfolio**—from reports and explorers to our Public API and XDC Academy - securing our competitive advantage while optimally leveraging your team's diverse perspectives and skills.
2. Contribute your leadership expertise to **supervising and managing** our technical team that is responsible for:
 - Optimising and securing our Database
 - Maintaining and improving our XDC-Model
 - Developing Backend & frontend of our XDC-Software
 - Ensuring performance and stability of our Systems

Ensure Quality & Compliance

1. Establish and enforce strict **coding** standards, **testing** protocols (integration, performance, security), and comprehensive **documentation**.
2. Implement **secure authentication** and **data protection** solutions to ensure that even a diverse team works efficiently and in compliance with regulations.

Foster Collaboration and Leverage Networks

1. Act as the **interface** between the founders, product managers, and cross-functional teams (Sales, Marketing, Customer Success) to drive technical initiatives.
2. Lead a diverse team and promote interdisciplinary exchange through **excellent leadership**, ensuring that the collective potential is fully realized.
3. Benefit from and actively contribute to our **extensive network** of industry experts and strategic partners.

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Required Skills & Expertise

As **our Tech Team Lead**, you'll have the opportunity to lead a diverse, talented team and unlock its full potential through exceptional leadership. To excel in this position, you should bring:

1. Technical Expertise
2. Strategic Orientation
3. Quality & Compliance Focus
4. Leadership & Team Skills
5. Cultural Fit



Technical Expertise

1. Familiarity with the **Atlassian** environment (Jira, Confluence)
2. Knowledge of the **Microsoft O365** environment as admin
3. Experience with **SCRUM** and **Kanban** frameworks
4. Proven leadership experience in **managing development teams**, which have strong proficiency in PostgreSQL, Flask (Python), Quarkus (Kotlin), FusionAuth, Vue.js, and TypeScript.
5. Familiarity with **CI/CD** processes (GitLab CI/CD) and **container orchestration** (Kubernetes, Rancher).

Strategic Orientation

1. Ability to **translate** complex technical challenges into actionable, sustainable strategies.
2. Experience in developing and implementing long-term **technical roadmaps** in a dynamic, software-focused environment.

Quality and Compliance Focus

1. High **standards** in code quality, rigorous testing methodologies, and comprehensive documentation.
2. Expertise in implementing effective **data governance** and **security** measures.

Leadership & Team Skills

1. Proven ability to **work closely with senior management** and cross-functional teams to drive technical initiatives.
2. Excellent **communication** skills for conveying technical information to diverse audiences.

Cultural Fit

1. A proactive, self-driven work ethic with a genuine **Passion** for software innovation and climate impact analysis.
2. A team-oriented approach with a **Commitment** to continuous learning and growth.

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Our Tech Stack

As **our Tech Team Lead** you drive the strategic development and seamless integration of our advanced technical platforms in database management, modeling, software development, and product ownership. Our cutting-edge technology stack is at the forefront of modern software development, encompassing:

1. **CI/CD & Orchestration: GitLab CI/CD, Kubernetes (Rancher)**
2. **Database: PostgreSQL (OVH VMs, Ubuntu)**
3. **Backend: Python scientific libraries, Flask, FastAPI (Python), Quarkus (Kotlin), FusionAuth**
4. **Frontend: Vue.js, TypeScript**



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What we offer

At right°, we believe that exceptional leaders deserve an environment that not only challenges but also nurtures growth.

As **your employer**, we offer:

1. Purpose & Impact
2. Innovative and Collaborative Environment
3. Intense Working Conditions and Flexibility
4. Career and Personal Development
5. Attractive Compensation & Bonus System



Purpose & Impact

Work on software solutions that empower our clients to clearly understand and strategically manage their climate impact - based on **measuring climate impact in °C**, one of the most powerful tools for driving climate transition. This unique capability is the cornerstone of our forward-thinking work.

Innovative and Collaborative Environment

Experience a work setting where our clients are pioneers and trailblazers. You will engage in exciting, groundbreaking projects that propel the climate transition forward. Enjoy close collaboration with our **experienced founders** and esteemed partners.

Intense Working Conditions and Flexibility

In our dynamic and results-oriented culture, we value dedicated team members who are ready to work intensively and tackle challenges with **full commitment**. We offer a modern office in Frankfurt as well as flexible home office options, allowing you to manage your working hours independently. Success is our priority, and your valuable contributions are duly recognized.

Career and Personal Development

Benefit from the possibility of continuous training, regular feedback, and diverse opportunities for professional growth - and join an **exceptional network** of passionate experts and thought leaders. Our groundbreaking work has fostered a dynamic network that facilitates the exchange of innovative ideas and provides you with invaluable industry connections.

Attractive Compensation and Bonus System

Receive a competitive salary with flexible working hours and participate in a bonus system that **rewards** outstanding performance.

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Join our team!

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If you are a technology expert who drives innovative software solutions and is passionate about advancing the only method to quantify climate impact in °C across several economic entities, we look forward to your application. We are seeking a leader (m/f/d) who **takes joy** in guiding, mentoring, and challenging our tech team to fully unlock its potential. Please send your complete application (in German or English) to our CEO, Hannah Helmke, at h.helmke@right-basedonscience.de.

Note: Only applicants with a valid work permit for Germany/Europe will be considered.

