Job Description: Head of Development

Location: Remote (U.S.)   **Company:** Moraware

About Moraware

Moraware is the leading software platform for countertop fabricators. Our mission is to make the business of building countertops easier and more rewarding, so our customers can focus on delighting their clients and creating beautiful work.

Our products -- **CounterGo**, **Systemize**, and **Inventory** -- help fabricators streamline operations, improve efficiency, and grow their businesses. We're a profitable SaaS company with a loyal customer base and a strong foundation for continued growth.

The Role

As Moraware enters its next stage of growth, we're hiring a **Head of Development** to lead our engineering function and build products that scale with the business. We've grown with founder-led technical operations for many years. We're ready to establish the technical leadership, processes, and discipline needed to scale -- while maintaining the quality and customer focus that got us here.

As Head of Development, you are accountable for the quality, security, and delivery of all Moraware products. You ensure our codebase is maintainable, our infrastructure is reliable, and our development team operates efficiently and effectively.

You own technical execution -- translating business problems into scalable solutions, managing technical debt intentionally, and ensuring our products are built to last. You partner closely with the Head of Product to balance customer value with technical excellence.

The Head of Development reports directly to the CEO and is a core member of Moraware's Leadership Team, partnering closely with Product, Marketing, Sales, and Customer Success to deliver high-quality software that customers rely on every day.

This is a hands-on leadership role for someone who thrives at the intersection of technical strategy, team development, and operational excellence.

You'll Be Responsible For:

- **Technical Excellence & Architecture** -- Ensure our products are secure, scalable, and maintainable. Lead architectural decisions, refine coding standards, and manage technical debt intentionally. Own our security posture across application, infrastructure, and data.
- **Product Outcomes (Shared with Head of Product)** -- Partner with Product to translate business problems into technical solutions. Constructively challenge scope, make final technical decisions, and ensure shipped features meet quality standards and business objectives.
- **Delivery & Operations** -- Drive efficient development workflows, prioritize work effectively, and manage production deployments. Triage incidents, maintain critical infrastructure, and balance feature work with internal improvements.
- **Team Development** -- Build and lead a high-performing engineering team. Hire, develop, and retain talent. Create clear expectations, provide ongoing feedback, and foster a culture of quality, ownership, and continuous learning.
- **Cross-Functional Leadership** -- Collaborate across the leadership team, bringing technical insight to company strategy. Engage with customers to understand their needs.

Objectives

- Build and maintain a secure, scalable, high-quality codebase.
- Deliver features on time that meet customer needs and business objectives.
- Minimize production incidents and resolve issues quickly when they occur.
- Build a high-performing development team with clear expectations and growth paths.
- Establish scalable development processes that support Moraware's growth.

About You

- **Experience:** 7+ years in software engineering, including 3+ years leading development teams in B2B SaaS environments, experience with AI in both product development and engineering workflows strongly preferred.
- **Technical leader:** You've owned technical architecture, infrastructure, and code quality for production systems.
- **Quality-focused:** You believe in building things right the first time while balancing speed and pragmatism.
- **Strong operator:** You bring discipline, structure, and clarity to development processes.
- **Decision-driven:** You make thoughtful technical tradeoffs and clearly communicate the reasoning behind decisions.
- **Collaborative leader:** You build trust and alignment across Engineering, Product, and Leadership.
- **People developer:** You care about growing engineers and creating an environment where people do their best work.
- **Long-term thinker:** You design systems and processes that age well, not just solve immediate problems.

Why Join Moraware?

- Profitable, stable SaaS company with a loyal customer base.
- Direct impact on technical strategy and company direction.
- Remote-first culture that values focus, trust, and balance.
- Opportunity to build products that power real-world businesses -- with clear, visible impact.

We're a fully remote company. This role is open to candidates based in NV, CA, OR, or WA, with periodic travel to meet with team members and customers.

In addition to a competitive salary, Moraware offers profit-sharing, four weeks of paid time off, ten sick days, 401(k) match, 100% employer-paid health insurance for you and your family, and a professional development stipend to help you continue your career journey -- all designed to support long-term commitment.

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, disability, or any other protected class.

How to Apply

If this sounds like the perfect match for you, email your resume to josh@atlasrecruiting.io. In your email include:

- 3-5 sentences about why you are qualified to join Moraware as Head of Development
- 3-5 sentences describing why technical leadership is a core part of your career path