Lead Data Engineer

Description

Welcome to the video first world

From your everyday PowerPoint presentations to Hollywood movies, AI will transform the way we create and consume content. Today, people want to watch and listen, not read — both at home and at work. If you're reading this and nodding, check out our brand video.

Despite the clear preference for video, communication and knowledge sharing in the business environment are still dominated by text, largely because high-quality video production remains complex and challenging to scale—until now….

Meet Synthesia

We're on a **mission to make video easy for everyone.** Born in an AI lab, our AI video communications platform simplifies the entire video production process, making it easy for everyone, regardless of skill level, to create, collaborate, and share high-quality videos. Whether it's for delivering essential training to employees and customers or marketing products and services, Synthesia enables large organizations to communicate and share knowledge through video quickly and efficiently. We're trusted by leading brands such as Heineken, Zoom, Xerox, McDonald's and more. Read stories from happy customers and what 1,200+ people say on G2.

In 2023, we were one of 7 European companies to reach unicorn status. In February 2024, G2 named us as the fastest growing company in the world. We've raised over $150M in funding from top-tier investors, including Accel, Nvidia, Kleiner Perkins, Google and top founders and operators including Stripe, Datadog, Miro, Webflow, and Facebook.

Right now, we're hiring our first Lead Data Engineer. We're looking for someone to turn engineering constraints into product insights, shape our nascent data culture, and enable product teams to utilize data to make better-informed decisions. If you've worked in multiple organizations and always thought there was a better way to work with data, this is your chance to make it happen.

Our data stack is made up of the following. Our product is instrumented with Segment, we use Fivetran to move production data into Snowflake. We use dbt Cloud to run our transformation pipeline. Our analytics tables are accessible through Metabase and our team also recently adopted Hex. We use Census to push data back into Hubspot (marketing), Salesforce (sales) and Userflow (in product messaging) and AWS is our primary cloud provider.

What you'll do at Synthesia:

- Own our data infrastructure and base models that connect various cloud data sources, enable teams to draw meaningful impact from their work, and develop a self-serve capability as our team matures.
- Have a broad responsibility across the data stack, working to bring the right data into Snowflake, writing transformation into dbt and acting as an expert

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Hiring organization
Candidate-1st

Employment Type
Full-time

Beginning of employment
asap

Job Location
Europe

Working Hours
40

Base Salary
euro EUR 100K+

Date posted
May 18, 2024

to the rest of the organization to solve problems with data, or guide others to do so.

- Work across Engineering, Product, RevOps, and the wider business to set the initial priorities for Data that will help unlock more data-informed decision making within our product.
- Build the analytics layer and own the modeling that allows each function to easily get to the answers they need, while helping with the hardest and most interesting questions.
- Evaluate the skills and experiences need for our data team to succeed and help hire other Data Engineers when required.
- Unlock better understanding of data at the organisational level and drive results that help achieve our OKRs.

What we're looking for:

- Experience within an early-stage data function. You should have played a key role in helping the data team develop into a more mature function during your tenure.
- Minimum of 4+ years of experience working as an analytics engineer and/or data engineer.
- Experience across the data stack. You can demonstrate this by bringing experience with Segment, Fivetran, Snowflake, dbt, Census, Metabase or their equivalent tools.
- Significant experience in SQL and experience with Python.
- Experience architecting a data product.
- Experience defining data governance processes and managing scaling capabilities, to maintain coherence across a growing BI user base across numerous functions.
- Effective communication skills that enable you to work across an organization to gather requirements, build consensus and evangelize the use of data.
- Experience turning data into business value.
- A product mindset and understand what insights can inflect a product trajectory.

At Synthesia, we expect everyone to...

- Be an owner.
- Focus on outcomes over inputs and plans.
- Make the journey fun.
- Default to simple.

You can read more about our values [here](#).

You can expect in return...

 A very competitive salary. Our base salary range *starts* at €100,000 (or a local equivalent) and your package would include stock options.

 A remote-first environment. You'll also have the options to work from one of our offices in London, Copenhagen, Amsterdam, Zurich, or Munich if you choose. We start our day at 8am-10am GMT+1 so you need to be based in an EMEA timezone.

 25 days of annual leave + public holidays in the country where you are based.

 Regular socials and company retreats.

☐☐ A generous referral scheme.

☐☐ A huge opportunity for career growth as you'll help shape a market-defining product.

- Other country-specific benefits based on the country you are hired in.

How the process will look like

Your teammates will gather all requirements within our organization. Then, once priority has been discussed, you will decide as a team on the best solutions and architecture to meet these needs. In continuous increments and continuous communication between the team and stakeholders, you're part of making data play an even more important (and understood) part withing Brand New Day.

Job Benefits

EUR 100K+