

Software Engineering Manager (m/f/d)



Hogrefe Digital Solutions GmbH



Göttingen, or remote,
located in Germany



Permanent contract



Flexible working hours,
(35-38 h/week)



Hogrefe, with psychology at its core, identifies, develops, and disseminates knowledge about human experience. We are the largest company in our field in Europe and employ over 650 people worldwide.

Our subsidiary, Hogrefe Digital Solutions GmbH, develops the Hogrefe Test System (HTS), a web platform for comprehensive psychological online assessments. We are more than 60 people including Software Engineers, Psychologists, Product Managers, Quality Assurance, and UX Designers. We develop, learn, and grow together. Each employee in their own way, with their own interests, their own personality, and their own approach. There are many ways to reach your goal. Together, we are making Hogrefe successful.

We are looking for a full-time **Software Engineering Manager (m/f/d)** to guide our software engineering teams. The position can also be filled on a part-time basis.

You will play a pivotal role, driving both technical excellence and product delivery. Use your skills and experience to take our platform to the next level.

What will you be doing?

- You hire, mentor, and develop top engineering talents while fostering an inclusive, collaborative, and high-performing environment where everyone can thrive
- You coach and guide engineers to reach their full potential, instilling a culture of learning, ownership, and pride in their work
- You shape the technical direction of our products, setting high standards for quality, scalability, and speed of delivery
- You take responsibility for the software produced by your team, ensuring robustness, maintainability, and operational excellence
- You promote and enforce modern engineering practices, including Agile, DevOps, CI/CD, and healthy code review processes
- You work closely with Product Owners to understand business requirements, assess technical feasibility, and prioritize backlog items for maximum impact
- You act as a bridge between your team and stakeholders, enabling clear communication and effective teamwork across disciplines
- You partner with the Head of Software Engineering and fellow Engineering Managers to create a culture of shared knowledge, collaboration, and continuous improvement.
- You provide guidance on system architecture and software design, challenging assumptions to ensure optimal solutions
- You encourage innovation and continuous improvement, empowering your team to adopt industry standards and emerging best practices

Your profile

- At least 4 years of proven leadership experience managing software engineering teams, including hiring, mentoring, and performance management
- Previous hands-on experience as a Software Engineer, with familiarity in Java and/or current frontend web technologies
- Strong track record in delivering software projects successfully, with a balance of technical excellence and timely execution
- Solid understanding of software development methodologies (Agile, DevOps, CI/CD)
- Excellent problem-solving and analytical skills, with a strong sense of ownership and comfort working with ambiguity
- You are a team player and strong communication skills
- You are fluent in German and English, both spoken and written
- Experience with in-house development and coordinating with external or outsourced partners is a plus

What we offer

- Work flexibility – Work remotely from wherever you want in Germany or from our beautiful office in Göttingen
- Work-life balance – Decide for yourself how many hours per week you want to work (35-38 hours, full-time) and we prioritize individual flexibility
- Agile methods – We work iteratively and value feedback
- Work environment - We prioritize flexibility, collaboration, and continuous improvement to be adaptive and responsive
- Qualification – We promote on-the-job training and recognized certifications
- Team spirit – Team events and celebrations bring variety to your workspace as well as each team works in its own pace and supports its own processes
- Health management – Hogrefe Bike, team sports and health days, fruit and relaxation:
 - it's up to you
- Meaningful work - you are engaged in contributing to the understanding and development of human psychology

We are looking forward to your application!

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That's why you should join us:

