Job Spec: Senior Technical Project Manager

About the role

Job title: Senior Technical Project Manager (Full Stack)
Location: Fully remote
Reports to: CEO, working closely with the Product Manager
Type: Full-time

RAIDS AI (the Rogue AI Detection System) is a real-time independent monitoring layer for AI in production. It learns what normal behaviour looks like for each AI system, from large language models to tabular and time-series models, and flags deviations. RAIDS analyses only inputs and outputs, with no access to model internals, training data or code, and explains every detection so customers have an evidence trail for auditors and regulators.

Based in Nicosia, Cyprus, RAIDS launched commercially in 2026 and is available on AWS Marketplace. We're an NVIDIA Inception member, partner with Drata and Prescient Security, and help AI vendors meet the growing demands of AI regulation.

We're looking for a senior full-stack engineer who is as skilled at leading people as they are at writing code. As a small startup, we need someone who leads and builds in equal measure. You'll own the day-to-day delivery of our product, turning the product vision into a clear technical plan and guiding our engineers and AI researchers through it, while also building features yourself as a core part of the team.

You'll lead a small team of two full-stack developers and two senior AI researchers and help us grow it as we scale. This is a senior role with real ownership: you'll shape how a small, high-impact engineering team works on a problem that matters, which is making AI safer for the organisations that use it.

You'll partner closely with our Product Manager. They define what we build and why; you'll own how and when it gets built.

What you'll do

Lead technical delivery

- Turn product goals into a clear technical scope, plan and timeline
- Plan work cycles, set day-to-day priorities and keep work moving across engineering and AI research
- Be the team's first point of contact for technical questions, blockers and trade-offs
- Coordinate with other departments so engineering has what it needs

Guide the engineering team

- Review code and pull requests, including as part of our compliance-driven review process
- Advise on architecture, best practices and approaches to research problems
- Mentor engineers and help them grow
- Help shape our hiring process and grow the team, from interviewing candidates to onboarding new hires

Build

- Build and ship full-stack features as a hands-on member of the team, alongside leading it
- Help shape technical decisions on our AI monitoring platform

Report and align

- Keep the Product Manager updated on progress, risks and resourcing needs
- Report regularly to the CEO, senior management and shareholders, so everyone stays aligned on engineering progress, priorities and risks
- Adjust plans quickly when product priorities shift

What you'll bring

Essential

- 7+ years as a full stack developer, with strong front-end and back-end skills
  How many
- Proven experience leading or managing an engineering team, formally or as a tech lead
- Strong project management skills: scoping, planning, prioritising and delivering to deadlines
- Confident code reviewer who raises the quality bar without slowing the team down
- Clear communicator who can explain technical detail to non-technical colleagues
- Comfortable in a small, fast-moving startup where you'll both lead and build
- Fluent English, written and spoken

What you'll need to know

To lead both developers and AI researchers well, you'll need a solid grasp of:

- **Software architecture:** designing scalable SaaS platforms and APIs, and making sound trade-offs between speed, quality and technical debt
- **Managing research:** scoping experimental work with uncertain outcomes, setting time-boxed milestones, and knowing when to push on, pivot or stop
- **Research to production:** turning research prototypes into reliable, tested, production-ready code
- **Engineering best practice:** testing, CI/CD, code review and secure development, including working within compliance requirements
- **Estimating and planning:** breaking complex work into clear tasks, spotting dependencies and risks early, and setting realistic timelines

Who you are

The right person brings as much drive as technical skill. You are:

- **Solutions-focused:** when the team hits a blocker, you find a way through rather than just flagging the problem

- **Proactive, with a can-do attitude:** you take ownership and get things moving without waiting to be asked
- **Committed to high standards:** you have a strong work ethic, hold yourself and the team to a high bar, and follow through on what you start
- **Driven to succeed:** you're motivated by shipping a product that matters and helping a growing company win
- **A clear, direct communicator:** you keep the team, the Product Manager and leadership informed, and make complex technical detail easy to understand

Nice to have

- Experience in the AI industry, ideally in AI safety, monitoring, observability or MLOps, including familiarity with the machine learning lifecycle and how AI models are evaluated
- Experience working with compliance frameworks (e.g. SOC 2, ISO 27001, ISO 42001) or tools like Drata
- Experience with AWS

Our stack

- **Back end:** Python, Django, Django REST Framework, FastAPI
- **Front end:** TypeScript, React
- **AI:** Python
- **Cloud:** AWS (production and staging), GCP (AI experiments)

How you'll work with Product

This is a close partnership. Our Product Manager owns what we build and why, focusing on strategy, market needs, customer experience and messaging. You'll own how and when it gets built: leading the engineering team, building features, managing resources and timelines, reviewing code and unblocking work. You'll keep the Product Manager updated on progress, risks and capacity, and they'll keep you informed on priorities and direction.

How to apply

Send your CV and a cover letter, including an example of a team or project you've led, to rita@raidsai.ai. Please include links to GitHub or past work if you have them.