



tado°

Connecting you to a better tomorrow

**CLOUD SOFTWARE ENGINEER
CONSUMER APPS AND SERVICES**

Bright minds have brilliant futures at tado°

Thank you for taking time to learn more about tado°. We are thrilled to present exciting opportunities for engineering professionals seeking to make a positive impact in the realm of smart energy management. tado° already today manages heating and air-conditioning in over 600,000 households to save energy and cost.

As we embark on a new phase of product development going from optimizing the consumption of energy to also reducing the cost of energy (utilizing flexible electricity tariffs), there is an opportunity for significant growth within our product development organisation, engineering function in particular.

At tado°, we foster a culture of innovation, and value feedback, making it the ideal place for individuals seeking to grow within a customer-centric, product-led company. If you are eager to embark on a meaningful and impactful journey, we invite you to consider tado° as the place to begin.

Johannes Schwarz
Founder, Chief Technology Officer



**tado° are on a mission
to create the most
impactful smart
energy efficiency and
management platform
in Europe and beyond.**

Here's why bright minds love working at tado°

Whether you're creating mobile applications in the consumer apps and services group or building real-time operating systems in the IoT platform group, there are so many reasons to be part of it.



Customer-centric by design

Spend your time working on products and features that customers actually care about. tado° actively engages with and listens to customers.



Develop with purpose

You'll get the opportunity to play your part in developing solutions that enable people to live more comfortable, sustainable, and cost-effective lives.



Build something challenging

This is a place where you'll actually get to build things as an engineer. Work with quality products, where the exciting challenges that come with high event loads are standard.



Cross-functional exposure

tado° works in cross-functional teams across product, design, and engineering, with the degree of freedom to decide how they discover, build, and deliver products autonomously.



Feedback focused culture

Your opinion counts at tado°. There's an open internal engagement channel where staff can share their constructive feedback and ideas for the future.



No more pointless KPIs

Forget targets for the sake of targets. You'll find a "HiPPO" free environment within the product development organization at tado°, where data drives our decision making.

**Since 2013, tado° have
saved an estimated
730,000 tons of CO2**

The perfect place to invest your time and effort.

As the European leader in intelligent home climate management, tado° have seen their business double each year - an impressive feat that recently earned them an incredible EUR 43 million funding round. It's certainly a great time to get on board with this rapidly growing success story.



You'll want to be a part of this opportunity.

Fast growing

Founded in 2011 in Munich, our B2C and B2B business areas are now active in 20 countries with over 200 employees contributing daily to the success of our company.

Leading

We are the European market leader for smart climate control in the home. Our products, services and technology are internationally recognized for their unmatched compatibility and award-winning elegant design.

Sustainability

Our solutions help to reduce energy consumption for heating and air conditioning in homes. In addition we also have a dedicated sustainability team at tado° looking at all aspects from manufacturing of our products to the energy consumption in our office.

Diverse

tado° employees come from 40 different countries, with 16 languages spoken in our team, with English being the one that unites us. We also celebrate all our employees diverse backgrounds, with support offered through a number of communities, from sustainability, to women at tado°

Flexible work

We care about your contribution, not your location. tado° has a great office in Munich but with our remote-friendly setup, you can work remotely, with in-person meetings from time to time to connect and to celebrate.

Learning culture

We never stop learning, and strive to improve ourselves through frequent feedback, peer-to-peer training, dedicated coaching, subsidized language courses as well as external coursework.

What you get in return for your hard work.

tado° know their employees are crucial to improving the lives of over 600,000 households. That's why they offer a comprehensive benefits package that supports both personal and professional growth.



Enjoy a remote-friendly environment where the team meet in person on a regular basis



Further your personal development with full support from your manager and the rest of the team at tado°



Invest in your health & wellbeing by using a discount for gym & courses membership (Germany)



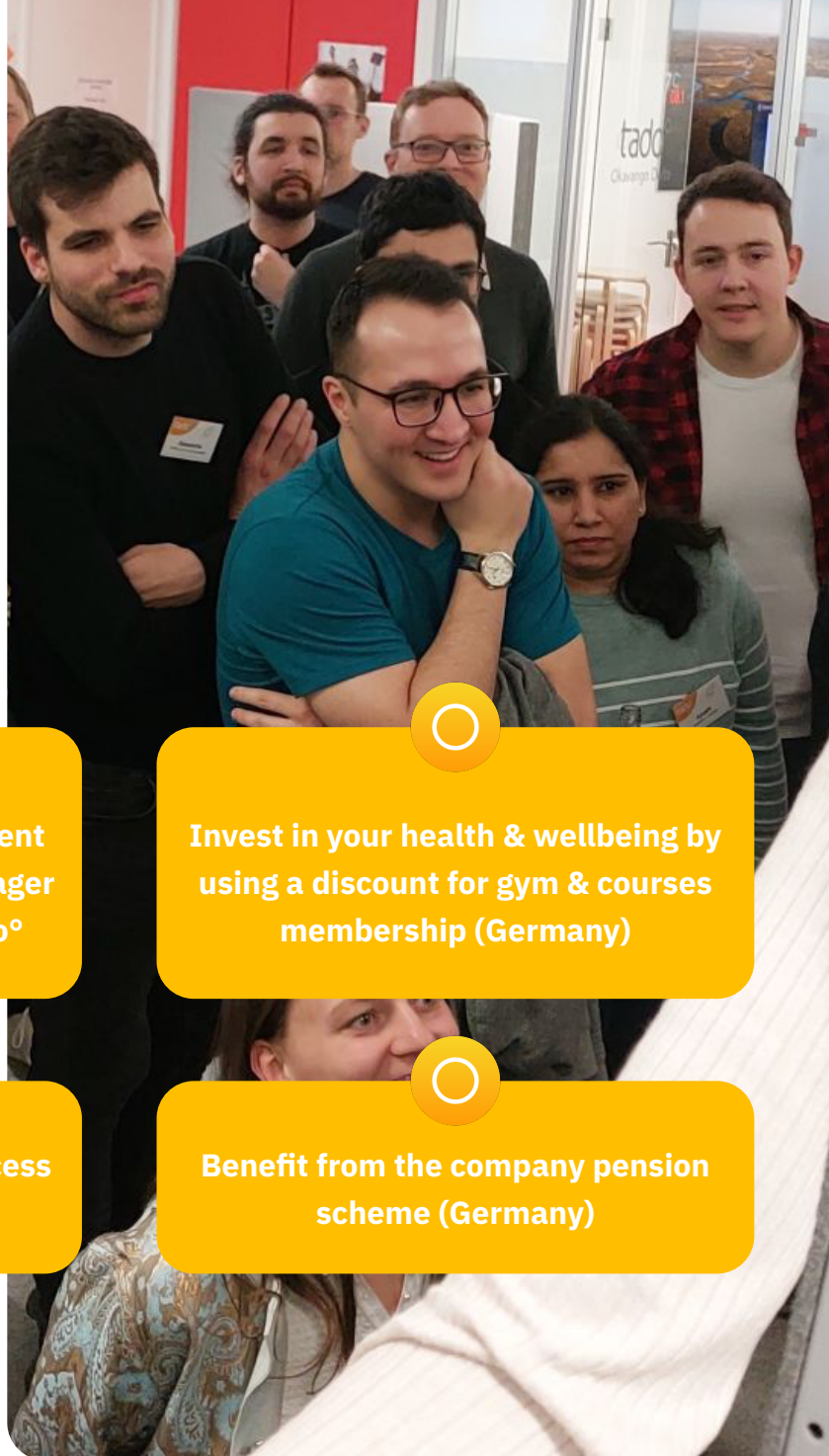
Take full advantage of 30 days PTO



Take care of yourself and use access to our wellbeing platform



Benefit from the company pension scheme (Germany)



“The best part of working with tado° is that I get to work on products that solve today’s problems. On top of that, my colleagues are both highly skilled and a pleasure to work with. All this combined with the no-blame culture where individuals are valued and given a high degree of autonomy makes tado° an awesome place to work.”

Ayushi Sharma

Senior Software Engineer



**tado° are helping customers
curb their heating costs by
22% on average.**

**Users typically see a
payback time of less than
half a year.**

An environment where everyone has the opportunity to flourish.

tado° is proud to host a diverse array of community groups, where individuals with common interests can come together and actively contribute to a personalized employee experience. They are committed to creating a tailored workplace environment where employees are pivotal in shaping and defining the company culture.



A quick look at the interview process

The interview process at tado° offers a comprehensive understanding of the company culture, your role, and the connections you'll have with stakeholders. It is fine-tuned to ensure a smooth transition into the next phase of your career.

Introductory Call

You'll start with a call where you'll get to know a bit more about the exciting opportunity ahead, while you go over your past experiences.

Panel Interview

You'll meet with relevant stakeholders and get a feel for the culture at tado°, while also finding out how your role fits into the wider business

Case Study & Meet the Team

There will be a simple task to be completed, that will be presented to your potential team. Then if all goes well, an offer will be extended and the next chapter of your career can begin.



Cloud Software Engineer

Consumer Apps and Services

tado° has a strong and fast-growing consumer business in 20 countries as well as a fast-growing B2B business with significant energy/utility companies as our customers. Founded in 2011 in Munich, there are now over 180 employees - roughly half of whom are engineers - contributing daily to the success of our company. We want to make a difference, challenge ourselves and our business every day, and are looking for new colleagues who are just as passionate about our products as we are.

Responsibilities

- Contribute to the cloud services of the tado° products in a cross-functional, empowered product team, together with other engineers, a UX designer, and a product manager.
- Participate in and lead data-driven decision making to find the next value-adding feature, taking into account time series, logging, relational data, and insights from quantitative and qualitative user research.
- Once you and your team decide to build a new feature, bring it to life using JVM-based languages and frameworks, deploying small version increments to production multiple times a day, then monitoring and scaling it.
- Iteratively split vertical pieces of functionality off of our central monolith.

As of today, we are using the following technologies: Grails (Spring framework for Groovy), SQL and time-series databases; Docker, AWS, Github and Google Workspace for collaboration.

Requirements

- You are conscientious, used to taking initiative over receiving directions, and can manage your time and focus.
- You are very strong in explaining complex topics in English, appropriately tailoring your delivery according to your audience.
- You actively search for opportunities to improve yourself, the working process, your team collaboration, and feedback mechanisms.
- Experience in Spring applications and in navigating large code bases.
- Experience with data persistence in high-concurrency environments with SQL databases, and in managing scalability challenges in them.
- Experience in rapidly introducing incremental change to production systems and interpreting feedback from monitoring tools.
- At least 5 years of experience with most of the topics in our daily business (see above).

tado°