



Job Title: Associate Technical Lead

Reporting To: Director of Software Development
Department: Technology
Salary: €64,000-€70,000
Location: Sofia, Bulgaria

Why Join Kallidus

At Kallidus, we're on a mission to help organisations build people-first cultures through learning, performance, and talent solutions. Our award-winning suite empowers organisations to attract, develop, and retain the best talent – combining data, learning, and behavioural insights into one seamless platform. The goal is to link Employee performance to business outcomes.

We've had a stable presence on the Bulgarian job market for the past 10 years through our partners. We're now looking to expand our team in Sofia and set ourselves up for future growth. We're seeking the right candidate to help us with this transformation – someone who can unite technical innovation with strong leadership, independent thinking and delivery excellence.

About the Job

The Associate Technical Lead works with the Director of Software Development and other Team Leads to co-ordinate and coach our software development team. In this role, you will apply Agile methodologies to produce high-quality work. Under the guidance of the Team Lead, you will manage timelines, resolve problems.

You will be a contact point for team members, so your communication skills should be excellent. You should also be able to act proactively to ensure smooth team operations and effective collaboration. This is a hands-on development role, so you will be expected to contribute to the development work in the team.

Key Responsibilities and Accountabilities

- Create an inspiring team environment with an open communication culture
- Implement systems and product architecture
- Line management of engineering staff, including performance management
- Set clear team goals



- Delegate tasks and set deadlines
- Oversee and contribute to day-to-day operation
- Monitor team performance and report on metrics
- Ensure systems security engineering principles are followed
- Motivate team members
- Listen to team members’ feedback and resolve any issues or conflicts
- Encourage creativity and risk-taking

Key Skills and Knowledge

- Experience in an Agile environment
- Extensive experience in software development
- Communication skills for overseeing staff and working with other management personnel
- Organisational and time-management skills
- Decision-making skills
- Analytical skills for evaluating information carefully and solving complex problems
- An academic qualification in Computer Science, Engineering, or a related field

Mandatory SFIA Skills	Code	Level	Desirable SFIA Skills	Code	Level
Programming/software development	PROG	5	Methods and Tools	METL	4
Release and Deployment	RELM	5	Configuration Management	CFMG	3
Systems Integration and build	SINT	5			
Employee Experience	EEXP	4			
Performance Management	PEMT	4			
Project Management	PRMG	4			

Equal Opportunities

Kallidus is a disability confident employer. We work hard to build an explicitly inclusive space where everybody belongs. Kallidus is a supportive, caring, and enjoyable working environment for all our people, and we are committed to furthering the diversity of our teams.



Diversity brings innovation and creativity through different views, backgrounds, and opinions; as a people-first organisation, it’s crucial that our teams reflect global diversity.



Our people are the heart of our success, and diversity is what drives that. Kallidus positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, region or belief, marital status, pregnancy or maternity.

Proud member of the Disability Confident employer scheme.