

Head of Web3 Engineering & Architecture

TrustSwap is a DeFi ecosystem powering the next generation of blockchain solutions. Our offerings include Team Finance, a leading multichain token management platform with over 40,000 clients; The Crypto App, a popular mobile portfolio tracker with over 5 million downloads; and a launchpad that facilitated over \$100M in fundraising for web3 startups. We also provide whitelabel solutions, including for launchpads, vesting and staking, built in collaboration with top blockchain partners.

Our mission is to create secure, intuitive, and accessible blockchain tools that enable both everyday crypto users and enterprises to participate confidently in the digital asset economy.

The Role

We are looking for an ambitious and hands-on **Head of Web3 Engineering & Architecture for Team Finance** to help drive the next phase of our ecosystem. We are pioneering an AI-first engineering culture. You won't just lead humans; you will fine-tune Agentic Workflows where AI agents handle the heavy lifting of code review, monitoring, and debugging. You are here to evolve what 'Engineering' looks like in the age of Agentic AI and leverage this to deliver secure, scalable architectures, set up and improve (cloud) infrastructures and lead the development of our existing and roadmap multichain blockchain products and features.

The ideal candidate combines deep expertise in blockchain systems, system architecture, AI and backend/cloud infrastructure with a proven ability to lead and coordinate distributed engineering teams. Beyond technical excellence, this role requires the ability to align innovation with business strategy, collaborating closely with Senior Management while fostering a culture of ownership, creativity, collaboration, and engineering quality.

Our tech stack includes among others:

- *Blockchain*: Alchemy, custom RPCs, SubSquid, GoldSky, Foundry/Hardhat (EVM), Solidity, Openzeppelin and Oracles.
- *Backend & Data*: MongoDB / non-relational databases, Google Cloud Run, Cloud Storage, IPFS.
- *Infra & DevOps*: GitHub + Cloud Build (CI/CD), Kubernetes (on GKE)
- *Frontend*: React, Next.js, Wallet integrations (MetaMask, WalletConnect, Phantom, etc.)
- *Observability*: Cloud Monitoring, Cloud Logging, Cloud Trace, Error Reporting.

Key Responsibilities

- **Technology Vision:** Ensure our Team Finance platform is designed for scalability, reliability, and long-term efficiency.
- **Product Partnership:** Collaborate closely with Senior Management to shape the vision and roadmap. Coordinate the technical design, development, and deployment of products and features.
- **Team Leadership & Culture:** Grow, mentor, and lead your engineering team. Foster a culture of collaboration, creativity, continuous learning, and technical excellence.
- **Resource & Budget Oversight:** Strategically manage resources and budgets, ensuring efficient delivery while maintaining high technical standards. Plan and prioritise engineering resources to ensure the team operates efficiently while delivering high-impact product outcomes.
- **Security & Risk Management:** Design and enforce strong security frameworks to safeguard user assets, data and system integrity. Proactively stay ahead of emerging threats. Collaborate with external smart contract auditors.
- **Hands-on Architecture & Infrastructure:** Take an active hands-on role in designing and refining Team Finance system architecture and backend/cloud infrastructure. Lead feasibility and complexity assessments, contribute directly to code when needed, and continuously fine-tune back end infrastructure to ensure performance, reliability, and scalability.
- **AI:** Finetune AI assisted coding tools and processes (e.g., Claude Code, OpenRouter, etc.) for code review, generation, monitoring and debugging with strong awareness of security pitfalls, hallucination risks, and adherence to engineering best practices.

Skills and Experience required

- **Leadership Experience:** 5+ years in development management, including at least 2 years in the blockchain industry. Demonstrated success in leading engineering teams and delivering complex, large-scale event driven technical projects.
- **Main Tech Skills:** Provable skills in scalable (cloud) infrastructure and system architecture, with hands-on experience across a significant portion of the previously mentioned tech stack, as well as experience in Event-driven systems/architectures.
- **Web3/Blockchain Expertise:** Hands-on experience with blockchain technologies, with strong knowledge of both EVM and non-EVM chains, smart contracts, DeFi applications, and the broader crypto ecosystem.

- **Ai:** You have hands-on experience with agentic engineering, designing and operating workflows where AI agents autonomously support and accelerate development processes such as code generation, review, testing, monitoring, and debugging.
- **Security:** Solid understanding of blockchain security best practices.
- **Desired:** Hands-on experience with Multisig implementations, Google Kubernetes Engine (GKE), Rust, Anchor/Solana SDK.

We Offer:

- Contractor payment in stable coins.
- Flexible working hours, fully remote work.
- Working in an international ambiance, our professionals are in among others Brazil, Germany, Indonesia, Dubai, USA, Switzerland, Poland, Egypt, Spain, and Slovenia.
- Opportunities for career and personal growth.
- The ability to work on innovative and exciting projects across different blockchains.
- An informal, ambitious, professional, and collaborative company culture.

'Head of Web3 Engineering & Architecture'

Sounds like something you would excel at,
while also having fun doing so?

Submit your resume with a compensation indication to:

careers@trustswap.org

We look forward to your application!

Disclaimer.

At TrustSwap, we embrace diversity. We strongly believe that getting to the best outcomes requires different perspectives and backgrounds. We're committed to openness and creating an inclusive culture as we know that diverse teams build better products and generate better ideas. We welcome applications from all individuals, regardless of race, religion, color, national origin, gender, sexual orientation, age, marital status, or disability.