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Engineering Manager, Metaflow, Machine Learning Platform

Netflix · Los Gatos, CA · Reposted 1 week ago · Over 100 applicants



\$180,000/yr - \$900,000/yr · Full-time



10,001+ employees · Entertainment Providers



60 connections work here · 400 company alumni work here · 182 school alumni work here



Skills: Engineering Management, Computer Science, +8 more



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About the job

Netflix is the world's leading streaming entertainment service with 238M paid memberships in over 190 countries enjoying TV series, documentaries, and feature films across a wide variety of genres and languages. Machine Learning drives innovation across all product functions and decision-support needs. Building highly scalable and differentiated ML infrastructure is key to accelerating this innovation.

We are looking for an experienced engineering leader to lead the Metaflow team in the Machine Learning Platform org. The ML Platform org is chartered to maximize the business impact of all ML practice at Netflix and innovate on ML infrastructure to support key product functions like personalized recommendations, studio innovations, virtual productions, growth intelligence, and content demand modeling among others.

Metaflow is an OSS ML platform developed here at Netflix, and now leveraged by several companies around the world. The Metaflow team within Netflix continues to develop our internal version and ecosystem of Metaflow, the most advanced in the world, to drive even higher levels of ML productivity for our customers. Our internal ecosystem includes fast data processing, ML serving capabilities, and other extensions not available elsewhere.

In this role you will be responsible for a high visibility, widely adopted product that 100+ ML projects within Netflix, spanning consumer scale personalization, growth, studio algorithms, and content understanding models. We are looking for a leader who has prior experience building ML infrastructure, has a strong product sense, and technical vision to help take Metaflow to the next level of impact. Metaflow has the opportunity to grow in many ways such as higher level ML abstractions to reduce the boiler plate for common use cases, improving Metaflow core in collaboration with OSS to make the existing capabilities more flexible and powerful, and deepening our integration with other internal platform offerings.

Expectations

- Vision: Understanding the media business and how technology is changing the landscape will allow you to lead your team by providing clear technical and business context.
- Partnership & Culture: Establishing positive partnerships with both business and technical leaders across Netflix will be critical. We want you to regularly demonstrate the Netflix culture values like selflessness,

curiosity, context over control, and freedom & responsibility in all your engagements with colleagues.

- Judgment: Netflix teams tend to be leaner compared to our peer companies, so you will rely on your judgment to prioritize projects, working closely with your partners – the personalization research leaders.
- Technical acumen: We expect leaders at Netflix to be well-versed in their technical domain and be a user of the products we are building, so they can provide guidance for the team when necessary. Proficiency in understanding the needs of research teams and how to bring efficient ML infrastructure to meet those needs will be crucial.
- Recruiting: Building and growing a team of outstanding engineers will be your primary responsibility. You will strive to make the team as excellent as it can be, hiring and retaining the best, and providing meaningful timely feedback to those who need it.

Minimum Job Qualifications

- Experience leading a team responsible for large-scale ML Infrastructure
- Strong product sense – you take pride in building well designed products that users love.
- Outstanding people skills with high emotional intelligence
- Excellent at communicating context, giving and receiving feedback, fostering new ideas, and empowering others without micromanagement
- Willing to take action, without being stubborn - the ability to recognize your own mistakes
- Your team and partners see your humility all the time and diverse high-caliber talent wants to work with you

Preferred Qualifications

- 10+ years of total experience including 3+ years of engineering management
- Experience with modern OSS ML frameworks such as Tensorflow, PyTorch, Ray.
- Prior experience building and scaling Python ML infrastructure
- Prior experience in personalization or media ML domains.
- Exposure to Kubernetes or other container orchestration systems
- BS/MS in Computer Science, Applied Math, Engineering or a related field
- ML practitioner leader or individual contributor experience owning end-to-end ML functions for a product domain

Our compensation structure consists solely of an annual salary; we do not have bonuses. You choose each year how much of your compensation you want in salary versus stock options. To determine your personal top of market compensation, we rely on market indicators and consider your specific job family, background, skills, and experience to determine your compensation in the market range. The range for this role is \$180,000 – \$900,000.

Netflix provides comprehensive benefits including Health Plans, Mental Health support, a 401(k) Retirement Plan with employer match, Stock Option Program, Disability Programs, Health Savings and Flexible Spending Accounts, Family-forming benefits, and Life and Serious Injury Benefits. We also offer paid leave of absence programs. Full-time hourly employees accrue 35 days annually for paid time off to be used for vacation, holidays, and sick paid time off. Full-time salaried employees are immediately entitled to flexible time off. See more detail about our Benefits [here](#).

Netflix is a unique culture and environment. [Learn more here](#).

We are an equal-opportunity employer and celebrate diversity, recognizing that diversity of thought and background builds stronger teams. We approach diversity and inclusion seriously and thoughtfully. We do not discriminate on the basis of race, religion, color, ancestry, national origin, caste, sex, sexual orientation, gender, gender identity or expression, age, disability, medical condition, pregnancy, genetic makeup, marital status, or military service.

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Engineering Manager, Los Gatos, CA

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Base salary

\$180,000/yr - \$900,000/yr (from job description)

Benefits found in job post

- 401(k)

 **PREMIUM**

Qualifications

5 skills match your profile. Stand out by adding other skills you have.

Skills associated with the job post

Identified by LinkedIn

5 skills on your profile

Computer Science, Data Engineering, Engineering Management, PyTorch, an...

5 skills missing on your profile

Interpersonal Skills, Personalization, System Performance, Team Leadership,...

Additional skills among applicants

10 skills other applicants have

Algorithms, Artificial Intelligence (AI), C (Programming Language), C++, Jav...

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Applicants for this job

283 Applicants

0 Applicants in the past day

Applicant seniority level

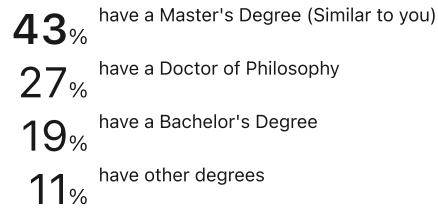
113 Manager level applicants

69 Director level applicants

49 Senior level applicants

15 VP level applicants

Applicant education level



Applicants are in these locations

142 applicants ✓

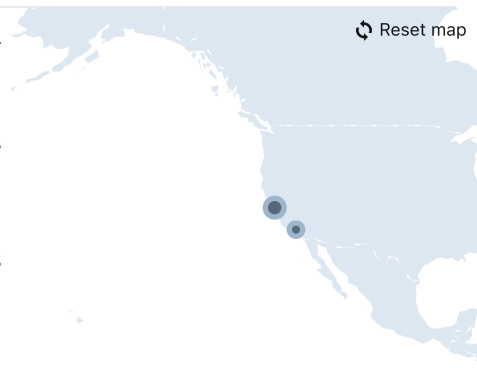
San Francisco Bay Area

10-15 applicants

Los Angeles Metropolitan Area

10-15 applicants

New York City Metropolitan Area



PREMIUM

See if Netflix is hiring people like you

The latest hiring trends.

15,697

Total employees

▼ 13%

Company-wide
2 year growth

▲ 11%

Engineering
2 year growth

20,000

10,000

Jan 2022

Jul 2022

Jan 2023

Jul 2023

Jan 2024

⌚ Median employee tenure · 3.3 years

Netflix hires candidates from some of these companies and schools



Netflix hired 400 people from Amazon. [See all](#)

Netflix hired 182 people from Stanford University. [See all](#)

Engineering hires at Netflix came from these companies and more.



Engineering hires at Netflix came from these schools and more.





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About the company



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Netflix is one of the world's leading entertainment services with over 247 million paid memberships in over 190 countries enjoying TV series, films and games across a wide variety of genres and languages. Members can play, pause and...

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Director, Machine Learning
hims & hers
New York, United States
(Remote)

🔄 Actively recruiting

1 week ago



Technical Director, AI
Bloomberg Industry Group
Arlington, VA

🔄 Actively recruiting

2 weeks ago



**VP Gen AI - Innovation
Lab, Hybrid**
Citi
New York, NY (Hybrid)



11 connections work here

1 week ago



**Head of Artificial
Intelligence (AI)**
Acceler8 Talent
Palo Alto, CA (On-site)



1 connection works here

1 week ago [in](#) Easy Apply



**Vice President - Machine
Learning COE**
The Walt Disney Company
Burbank, CA (On-site)



Actively recruiting

2 weeks ago



**Application Development
Manager**
Main Street, Inc.
Birmingham, AL (Hybrid)

4 days ago **14 applicants**



VP, Software Engineering
Markem-Imaje
Princeton, NJ



Actively recruiting

2 weeks ago



**Head of Software
Development (AI-...**
Crossover
Atlanta, GA (Remote)



1 company alum works here

22 hours ago



**(Senior) Vice President,
Machine Learning**
insitro
South San Francisco, CA
(Hybrid)



2 company alumni work here

2 weeks ago



Software Team Leader
SLB
Houston, TX (On-site)



3 connections work here

20 hours ago



Head of AI
App0
San Francisco Bay Area
(Hybrid)

3 weeks ago [in](#) Easy Apply



**Machine Learning
Manager**
Adobe
San Jose, CA



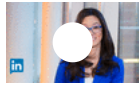
22 connections work here

2 days ago

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