Tech Lead/CTO

Location: Guangzhou
Sector: B2B Fashion Technology/ Digital Commerce Platforms
Starting date: ASAP
Job Reference: CDS2026004

ABOUT THE COMPANY

Our client is a leading digital platform in the fashion and retail sector across Europe, providing technology-driven solutions to support business growth.

MISSION

They are searching for a Tech Lead/ Founding China CTO, who can build and lead the China engineering organization. He/She will drive technical excellence, scale high-performing teams, and align local execution with global business objectives.

RESPONSIBILITIES

Architecture & Engineering

- Design and evolve a scalable, event-driven, multi-tenant platform.
- Co-own architectural decisions with global tech leadership.
- Ensure data security, **PIPL compliance** for cross-border operations and platform reliability.
- Stay hands-on in development to set technical standards.

Team & Culture

- Recruit, onboard, and mentor senior engineers.
- Build a high-trust, ownership-driven culture.
- Promote autonomy, accountability, and sustainable performance.

Strategy & Execution

- Translate business strategy into technical roadmaps.
- Lead platform resilience and incident response with global teams.
- Bridge collaboration across China and international stakeholders.

REQUIREMENTS

- Bachelor's in computer science or related field.
- 10+ years in backend engineering, **3+ years in senior leadership** (**CTO, VP Eng, Tech Lead**).
- Proven experience in high-growth **E-commerce or Marketplace** environments
- Deep expertise in: Event-driven architectures (Kafka, RabbitMQ)；Multi-tenant systems；Cloud-native patterns (Kubernetes, IaC)

- Strong hands-on background with Node.js, TypeScript, PostgreSQL, Redis
- Experience with MedusaJS or headless commerce is a strong plus
- Alibaba Cloud preferred (AWS/Azure acceptable)
- Native Chinese, fluent English.
- Builder mindset with focus on execution and clean architecture.

APPLICATION

Please send your resume and your motivation letter to: sc-recruitment@ccifc.org

Mail subject: Your name | Job title - location [Job reference]
Ex. Your name | Tech Lead/CTO - location[CDS2026004]