

Engineering Manager

Engineering Manager, Zenith (MCP and AI agents)

Banking hasn't changed much in decades. We're changing that. One product at a time.

Lunar is a Nordic challenger bank building the future of financial life with AI at the core. Our engineers, designers and product people work on problems that actually matter: making money simpler, smarter and more rewarding for a million registered users across the Nordics.

Fully licensed and founded in 2015, with offices in Copenhagen, Aarhus and Stockholm.

We move fast, we build with purpose, and we're just getting started.

Our customers are starting to use AI agents to handle their money, and we want Lunar to work well with those agents. Zenith is the squad building that: MCP enablement of the Lunar platform, for customers in our apps, for our customers' own agents, and for our internal AI agent tooling.

As Engineering Manager for Zenith, you'll lead a squad of three engineers and a contractor in Copenhagen, reporting to Rolf Njor Jensen, our VP Technology. Much of what the squad builds is new, so you'll shape both the technology and the team, starting with hiring a senior engineer into the squad's open position.

What will you do?

- Lead and develop the squad: three engineers at different stages, from a junior engineer with lots of room to grow to experienced seniors, plus a contractor.
- Hire a senior engineer into the squad's open position, and shape how the team grows from there.

- Work with the engineers on the technical direction for MCP enablement and AI agent tooling, giving them room to find the best solution.
- Lead the squad through building new capability largely from scratch, and own the quality of what it delivers.
- Get cross-team work done alongside other squads and your fellow managers. Much of what Zenith builds depends on other teams, so influence matters as much as planning.
- Keep the squad's share of existing back-office platform work running alongside the new work, together with the squad's product manager.

What are we looking for in you?

- **People management:** At least a year of hands-on people management, including growth conversations and salary cycles. A tech lead with direct reports counts.
- **Engineering background:** You've worked as a hands-on software engineer, in any language.
- **AI in production:** You've built MCP servers or put LLM-powered systems into production.
- **Cloud:** Experience in a modern cloud environment, ideally AWS, serverless or microservices.
- **Building from scratch:** You've led a team to deliver a significant feature or system built from the ground up.
- **Influence:** You've driven a multi-team project to success through influence rather than direct authority.
- **Nice to have:** Experience in a regulated environment such as banking, payments or health, hiring engineers, managing performance (helping people grow as well as addressing poor performance), or experience with Go.

What you get.

- **4 days in the office.** We're a team that builds together, thinks together and moves together. Showing up is part of how we work. Core meeting hours are 9:00 to 15:00, with flexibility around them, and you can work from abroad for up to 20 working days a year.
- **A squad to shape.** New technology at the point where a licensed bank meets AI agents, and a team you help build.
- **A well-equipped workspace.** The newest laptop, monitor and peripherals, so nothing slows you down.
- **Pension, health insurance and time off.** Lunar pays 8% into your pension and you contribute 4%. Five weeks' holiday plus six extra days, and a lunch scheme.
- **Visa sponsorship.** We sponsor work visas. Relocation costs are not covered.

How we hire.

A first conversation with our Talent team, then an online interview with one of our engineering managers and the squad's product manager. After that, you'll come to our Copenhagen office to meet our People Partner, including a PI behavioural profile, and spend time with the team. Before an offer, you'll have a 30-minute conversation with Rolf, our VP Technology.

We'd love the new manager to start as soon as possible, and we know that for many people notice periods mean early 2027.

Are you ready to join the journey? Apply now and let's find out more!

While you hold on tight for us to get back to you, curious to see what we're up to? Follow us on LinkedIn for business announcements and releases , and check out our Instagram for an inside scoop on what it's like to work here.

Depending on the regulations in the country where you will be employed, we will ask to see or obtain information about your criminal record and run a credit check. Please note that our employment is conditional upon you not being registered in RKI (Ribers Kredit Information).

We welcome applications from candidates of all backgrounds. If you need any adjustments during the recruitment process, please let us know.

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