JOB VACANCY · FULL TIME · KATHMANDU

Product Development

Function Head

Full-stack engineering.
Real ownership. Software that works.

Turn customer requirements into dependable web applications, APIs, integrations and internal tools. Build across the stack. Review the code. Own the release.

HANDS-ON BUILDER

REPORTS TO TECH LEAD

Spring Labs Pvt. Ltd.

Official country partner for Springbase.ai in Nepal

01 / THE ROLE AT A GLANCE

A builder's seat.
From interface to infrastructure.

Own the Product Development discipline within Springbase Nepal's Tech function. This is a hands-on full-stack role: turn clear requirements into working software and stay accountable after deployment.

COMPANY	Spring Labs Pvt. Ltd.
PRODUCT	Springbase.ai · AI Work OS
LOCATION & COMMITMENT	Kathmandu, Nepal · Full time
REPORTING LINE	Tech Lead
LEVEL	Function Head · Product Development (Full Stack)
CORE SCOPE	Web apps, APIs, databases, integrations, internal tools and deployment

What we are building

Springbase.ai brings AI capabilities, meetings, documents, connected tools and data into one workspace. It helps people move from a goal to a finished output, with successful workflows saved as reusable Recipes.

Spring Labs Pvt. Ltd. is the Nepal operating and commercialisation entity for Springbase.ai. The Nepal team connects local customer needs with product delivery, implementation and customer success.

> **Lead a discipline. Stay close to the code.**
>
> You are not a coordination-only manager. You will scope, implement, debug, review and deploy software, while making engineering work clear, maintainable and repeatable.

02 / WHAT YOU WILL OWN

Build end to end.
Make the details dependable.

01 **Front-end product engineering**

Build responsive, accessible interfaces from agreed Product Experience requirements. Deliver complete journeys, reusable components and consistent behaviour across supported browsers and devices.

Handle loading, empty and error states, form validation and API integration—not just the happy path. Work with Product Experience to clarify interactions and acceptance criteria before implementation.

02 **Back-end services, APIs and data**

Develop maintainable APIs, application logic and database structures. Apply sound data modelling, validation, authentication, authorisation and error handling.

Own schema changes, migrations, query performance and data integrity for your work. Protect customer and workspace boundaries, and keep sensitive information out of code and logs.

03 **Integrations and internal tools**

Build approved app integrations, workflow connections and internal tools that solve real operational needs. Design for permission scopes, expired credentials, retries, duplicate events and upstream failures.

Where assigned, integrate AI capabilities with appropriate validation, safe tool permissions and useful fallbacks. Prefer reusable solutions over fragile one-off workarounds.

04 **Engineering quality and code review**

Write readable, testable code and review changes constructively. Add appropriate unit and integration tests, document important decisions and reduce recurring technical debt.

Use AI-assisted development responsibly: independently inspect generated code, test behaviour and check security implications before merging.

03 / OWN THE RELEASE, NOT JUST THE COMMIT

Ship with confidence.
Work as one connected team.

05 Deployment and production care

Own deployments for assigned work: reproducible builds, automated checks, environment configuration, safe migrations and practical rollback plans. Keep secrets and deployment access controlled.

Monitor releases, investigate failures and fix root causes. Maintain useful technical notes, release notes and runbooks. Escalate material security, availability and delivery risks to the Tech Lead promptly.

06 Predictable execution and functional ownership

Break agreed priorities into deliverable increments; estimate honestly and make dependencies visible. Communicate progress, blockers and scope changes early rather than surprise stakeholders at release time.

Set a constructive review and documentation standard within your discipline. Guide any approved intern or supporting developer assigned to you; the role does not assume an existing team of direct reports.

Your key working relationships

Tech Lead

Align priorities, architecture, engineering standards and release decisions. Escalate cross-functional dependencies and material risks.

Product Experience

Turn customer use cases and requirements into implementable features. Clarify acceptance criteria and close implementation feedback.

Product R&D & Testing

Support testability, reproduce issues, resolve defects and supply evidence for regression checks and release readiness.

Playbooks & Marketplace

Share implementation details and limitations so demos, reusable assets and product guidance reflect what actually works.

Clear boundaries. Shared outcomes.

The four Function Heads are peers reporting directly to the Tech Lead. This role owns development execution; it does not replace Product Experience, independent testing, marketplace ownership or the Tech Lead's overall technical accountability.

04 / WHO WILL THRIVE HERE

Strong fundamentals.
Proof over a polished title.

What you bring

- Evidence of building, shipping and maintaining production software across front end, back end, APIs and databases.
- Strong JavaScript/TypeScript and modern component-based front-end fundamentals, with practical back-end engineering and SQL skills. Adaptability matters; this vacancy does not prescribe a fixed production stack.
- Working fluency with Git, code review, automated testing, cloud deployment, CI/CD and production debugging.
- Sound judgement on secure access, data handling, performance, maintainability and the trade-offs between speed and quality.
- The ability to turn requirements into a delivery plan, communicate uncertainty clearly and collaborate without relying on rigid handoffs.
- A relevant computing or engineering qualification, or equivalent demonstrable practical experience. Clear English communication; Nepali communication capability is valuable.

Useful advantages: SaaS or multi-tenant systems; AI/LLM integrations; OAuth and webhooks; observability; accessibility; localised workflows; mentoring other developers.

How success will be measured

Delivery	Features shipped on time against agreed scope, with early visibility of risks and dependencies.
Quality	Bug escape rate: defects reaching production, considered alongside severity and recurrence.
Reliability	Uptime of the services you own, supported by release monitoring and timely issue resolution.

Targets will be agreed with the Tech Lead after baselining scope and systems. Speed should not come at the cost of security, maintainability or customer trust.

Why this role matters

Help shape how a growing Nepal team builds and ships. Work across real customer needs, full-stack implementation and production outcomes—not an isolated layer of the product.

05 / YOUR FIRST 90 DAYS

Learn the system.
Then make it better.

01–30	**Understand and baseline.** Learn the product, codebase and deployment flow. Agree priorities with the Tech Lead and peer heads; identify delivery and quality risks.
31–60	**Ship and strengthen.** Deliver an agreed improvement end to end. Establish review, testing and deployment habits; resolve priority defects with Testing.
61–90	**Prove repeatability.** Show a dependable delivery cadence, useful documentation and measurable progress. Agree the next quarter's development priorities.

06 / How to apply

Send your application to both contacts below:

akaasshjatia@innoventuresai.com
bharat@innoventuresai.com

Subject: Product Development Function Head, Springbase.ai — Nepal

Include: your CV; a short note on a product or feature you owned and the trade-offs you made; repositories, live work or anonymised case studies; and a brief first-90-days approach. Do not share confidential code or customer data.

> **Before your interview: use the product.**
>
> Register on springbase.ai and use it properly before your interview. Candidates who skip this step will not be shortlisted. Be ready to discuss one improvement and how you would validate it. Use only your own account and authorised data; do not probe security controls.

Open until filled · Applications reviewed on a rolling basis.
Compensation and employment terms will be discussed during selection. Spring Labs Pvt. Ltd. is an equal opportunity employer; selection is based on capability, character and evidence of work.