



Vice President of Technology

WHO WE ARE

At Kana Systems we empower trusted, smart decisions with innovative technology solutions for customers in the realm of data analytics, business intelligence, and software development. We operate at the intersection of commercial innovation and federal/defense solutions, delivering cutting-edge technologies that address complex challenges in both sectors. Our products harness AI/ML features offering a no-code interface that empowers non-technical personnel to navigate, analyze, and leverage data – including sensitive data. We are agile-powered, with a focus on user-centered design and lean product development. Our core values are Aloha Spirit, Grit, and Results-Driven. Aloha Spirit is helping others to flourish.

WHO WE'RE LOOKING FOR

Kana Systems is seeking an experienced Vice President of Technology to lead our technical strategy and operations. The ideal candidate will bring a unique blend of startup agility and federal contracting expertise to drive technological innovation, influence the talent development of the engineering team, deliver on Federal and government contracts, and scale our technology infrastructure. This executive role will report directly to the CEO and will serve as a key member of the Imua Leadership Team.

Are you...

- An experienced strategic technology leader?
- Open to new experiences and a technology early adopter?
- Intellectually curious, adaptable, and highly competent?
- An expert communicator, collaborator, and relationship builder?
- A helpful and empathic problem solver?
- Detail-oriented with good time management habits?
- A self starter – worked on something of your own before such as a startup, an open-source project, or something else? We love initiative!



HOW HYBRID IS THIS ROLE?

The majority of the work completed will be performed in a remote environment, however, there are a few key reasons that you might be expected to occasionally attend in-person interactions, such as:

- Customer specific meetings (e.g., stakeholder discussions, discovery interviews and/or observations, software development on classified networks)
- Company culture events (e.g., holiday parties, company anniversaries)
- In-house hackathons
- Developer brainstorm and whiteboard sessions (~once a month)

COMPENSATION & BENEFITS

- Starting salary of \$120K, commensurate with Nebraska startup compensation based on experience.
- Full-Time, Salaried.
- Location Preference: Lincoln and Omaha, NE area
- Every other Friday off, known at Kana Systems as "Pau Hana" Fridays. We are intentional about giving the team as many 3 and 4 day weekends as possible.
- Federal Holidays off.
- 401(K), up to 5% company match.
- Professional Development Reimbursement.
- Work From Home Equipment Reimbursement.
- Mostly remote team, primarily located in Nebraska.
- Medical, Vision, and Dental insurance premiums 100% paid by the company for the individual employee.

WHAT YOU WILL DO

Technical Leadership & Strategy

- Define and execute our technology vision, roadmap, and strategy.
- Lead the evaluation, selection, and implementation of technologies that provide competitive advantage.
- Establish technical standards, best practices, and architectural guidelines.
- Make high-level technical decisions that align with business objectives and governmental and/or contractual requirements.
- Balance innovation with practical implementation and compliance needs.



- Demonstrate your engineering passion, initiative, innovation, and creativity.

Government & Defense Contracting

- Navigate DoD and federal acquisition processes and requirements.
- Ensure technical solutions meet government security standards (NIST, FedRAMP, CMMC, etc.).
- Lead technical responses to RFPs, RFIs, and other government solicitations.
- Maintain awareness of defense and federal technology priorities and funding opportunities.
- Build and maintain relationships with government technical stakeholders.

Team Leadership

- Live out Kana Systems' culture and values with every interaction and task.
- Recruit, develop, and retain top technical talent across engineering, product, and security teams.
- Lead a multi-disciplinary technical organization (software, data science, cybersecurity).
- Foster a culture of innovation, quality, and continuous improvement
- Provide mentorship to technical team members and emerging leaders.
- Collaborate closely with the Vice President of Product, developers, project managers, and designers as a key part of an autonomous, agile Product Team.

Security & Compliance

- Ensure compliance with relevant government and industry standards.
- Lead technical aspects of certification processes (e.g., ATO, FedRAMP).
- Establish robust data protection and privacy practices.
- Develop and maintain secure development practices.



REQUIRED QUALIFICATIONS

- Must be a U.S. Citizen.
- Location preference in order of priority: Nebraska, Colorado, Iowa, Kansas, Missouri.
- 7+ years progressive software technology leadership experience.
- Proven track record in technical leadership roles at startups or high-growth companies.
- Strong understanding of modern software development practices and architectures.
- Experience leading diverse technical teams to deliver full stack and AI/ML applications.
- Track record of successful product delivery in commercial and government sectors.
- Bachelor's degree in Software Engineering, Computer Science, or equivalent relevant experience.

PREFERRED QUALIFICATIONS

- Familiarity with technology stack: Python, Marqo, PostgreSQL, Docker, Kubernetes, and Azure.
- Active security clearance (Secret or TS/SCI).
- MBA or technical graduate degree.
- Significant experience with DoD and/or federal contracting and procurement processes.
- Prior experience as CTO or VP of Engineering in a startup environment.
- Experience with government certification processes and compliance frameworks.