

Development Manager

Job Description

The Role

You are our driving force in leading the technical product teams. Your goal is to ensure that technical projects are completed accurately, within budget and on time, meet the business objectives and support the overall vision. You'll be a strong leader, working with technical architects, product teams, ensuring that market leading solutions are developed to high standards and Causeway retains a competitive edge in the market.

The areas of responsibility for the Development Manager include:

- Leadership and people management
- Technical Innovation
- Technical Delivery

Skills, Experience and Qualifications

Essential Skills

- Previous experience of managing multiple agile teams with responsibilities for developing and implementing the product strategy
- Experience in providing technical leadership to ensure that products and service are delivered in line with architectural framework
- Experience of managing teams delivering high transaction multi tenanted native cloud applications.
- Experience of delivering projects that transform monolithic applications into a micro services architecture
- Experience of coaching Scrum Master / Team leaders to enable them to optimise team performance while driving quality
- Must have been a Scrum master and have in depth experience in Agile methodologies
- Experience of embedding Scrum into teams with little agile experience
- Hands on development experience with the ability to embed best practice into the teams
- Degree level or equivalent education preferred in a relevant subject such as computer sciences, computer engineering, information management systems, software development or business information systems etc

Desirable Skills

- Experience in supply chain, financial or construction related technology would be advantageous
- Previous experience of enterprise IT and integration experience useful
- Experience of CI/CD

Competencies

- You'll be focused on delivering technical innovation and high quality products
- You'll demonstrate the ability, as a strategic leader, to 'make the vision happen'
- You'll have people and team management experience
- You will be articulate, with excellent communication skills, able to listen and provide answers
- You will be a passionate individual who has the ability to change others way of thinking.
- You'll be able to inspire and motivate teams towards the company vision, values and goals
- You'll be inspired by solving problems and have the ability to gather and assimilate information
- You will want to be part of something special and contribute to the success of the team.
- Excellent planning and organisational skills to successfully plan and co-ordinate a high number of activities, with excellent time management, prioritisation and the ability to remain calm and objective under pressure.
- Excellent attention to detail
- Tenacious, highly energised, passionate and committed, determined to achieve amazing results and make an impact, delivering to high standards and delighting customers

Your Responsibilities

People Leadership and Management

- Lead by example, exuding positive energy and enthusiasm, inspiring others, encouraging teamwork and co-operation and ensuring that team members live and breathe the company vision and values at all times.
- Provide technical leadership and manage the teams so that all aspects of software development meet the highest standards to meet or exceed customer expectations in terms of functionality, quality, technology and overall customer experience.
- Responsible for the overall assessment, management and development of product development teams and for supporting the achievement of product, quality and financial objectives.
- Manage departmental performance standards without compromising on service or quality, ensuring the achievement of maximum profitability and growth in line with the company vision.
- Evaluate, coach and develop team members to build confidence and capability and operate to the highest standards.

- Work with the CTO and People team to ensure that performance is managed, feedback is provided and that team members have the appropriate skills to achieve their objectives.
- Responsible for assessing training needs and ensuring that the relevant level of training, coaching or knowledge sharing is available to all team members, aiming to improve both individual and organisational effectiveness.
- Ensure that company processes, standards and policies are implemented consistently and that fairness, reasonable standards in the treatment of people, equal opportunities and work life balance are maintained to create a high performing work environment and retain team members.

Technical Innovation

- Take responsibility for own personal development, ensuring that knowledge and skills are up to date and maintained, including emerging trends that may be relevant for solutions being developed.
- Take responsibility for creating an environment of continuous learning and development for the teams, ensuring that the knowledge and skills of the team are up to date and maintained, and that Causeway employs high quality software engineers.
- Ensure that the Development teams are building market leading products and solutions that use the latest technologies and are aligned with the company vision.
- Continuously strive for innovative solutions and make suggestions for improvements that will provide a benefit to the business in terms of improved efficiency, effectiveness and productivity.
- Be willing to listen to and support team members with professional problems, devoting time to impart expertise, infusing confidence and expressing positive expectations.

Technical Delivery

- Manage the product delivery and ensure that the development teams are building products that meet the requirements, are scalable and easily maintained and supported.
- Ensure that technical products are developed accurately, based on best practice standards, within budget and on time and support the business objectives.
- Build and manage high quality teams, approve work estimates, establish budgets and communicate with the product owners and scrum masters to evaluate requirements and progress.
- Develop a good understanding of the business needs in order to maximise opportunities
- Carry out research and cost benefit analysis and provide advice to manage business needs.
- Identify, engage and interact with decision makers at a senior level to understand new and emerging business opportunities and gather requirements
- Work with security team to ensure that data security standards are met at all times.
- Monitor and track progress, ensuring careful forward planning, consistent implementation and that quality standards are met

- Work with the senior leadership team to agree prioritisation and performance KPI's and other metrics and ensure that they are consistently met
- Ensure that rigorous project management is implemented so that scope, change, time, quality, cost and risk are tightly controlled, and proactive and timely updates to progress are made in Jira so that the business has access to timely and accurate performance information
- Work with Development teams to ensure that their technical implementation is technically sound, defect rates are minimised and products are inexpensive to maintain and support.

Company Values

- Ensure the company values are reflected in your own work and behaviour
Be Curious Own It Work Together Be Proud Wow Everyone