ROLE PROFILE

Role Title:	Software Development Manager
Department:	Finance & Resources - IT
Role Purpose:	To establish and sustain the environment for both software and BI development to exist and succeed. • Establish the software & BI engineering team. • Lead a team of software engineers and BI developers to build, maintain and support web, mobile, BI, ETL & Integration solutions • Responsible for the entire development process, including testing, change management and release management. • Drive continuous improvement of engineering practices. • Improve the efficiency of development in Midland Heart. • Promote and ensure the use of appropriate techniques, methodologies and tools. • Contributes to wider functional policies, standards and guidelines. • Provide support and technical guidance to other colleagues. • Hands-on, contributing to the end solutions.
Reporting to:	Director of IT
Responsible for:	Lead BI Developer, BI Developers, Software Engineers, Change & Release Analyst, Test Analyst
Disclosure level:	N/A
Role Level:	Frontline Manager

Key Role Responsibilities	Use your in-depth knowledge of development languages and the tool ecosystem to implement end-to-end systems, which you're able to do without assistance. In collaboration with the IT Leadership Team, introduce appropriate development and project management methodologies into operation for software/BI engineering projects. Evaluate, implement and champion a 'low code' development platform, ensuring colleagues across the IT department are able use the tools to develop and maintain produced solutions. Establish development standards and design patterns, refactoring code towards them where it increases understanding and/or maintainability. Establish and maintain the right team and processes to continually deliver quality solutions. Optimise teams to deliver solutions to complex problems at pace.

	Build consensus within the team on the approach to the solution.
	Ensure impediments are removed.
	Have accountability for ensuring the team deliver on their commitments.
	Measure and improve the rate and quality of code delivered within teams, championing continuous improvement within the department.
	Work effectively with stakeholders to communicate and translate their needs into improvements in our products.
	Lead group discussions on design and work with Project Managers to drive value.
	Demonstrate expertise on a leading software development process and have an appreciation of others.
	Implement, optimise and maintain test and change & release processes, covering all technology change within Midland Heart.
	Translate requirements into tasks & code, delivering high quality code that can lead to rapid delivery.
	Profile and optimise code.
	Commit code early and often, demonstrating the value of version control & branching strategies.
	Write secure and maintainable code, ensuring your team possess the knowledge and skills to do the same.
	Support production systems, debug/find complex problems, resolve incidents and perform root cause analysis.
	Produce proof of concepts to evaluate new tools.
	Deliver solutions which have dependencies on more underlying teams/components.
	Monitor and appraise colleague performance and take appropriate action.
	Facilitate and support the development of individuals, setting clear objectives, recognising and nurturing talent
	Lead and mentor/develop teams containing experienced individuals.
	Create space for the whole team to innovate.

Education, Qualifications and Training	Degree in computer science or related discipline
	A formal training qualification in software development lifecycle (e.g. Agile practitioner).
	ITIL training
Knowledge and Experience	Highly proficient with C#.Net, HTML, HTML5, XML, SSIS.
	Proficient with SQLServer and Oracle databases.

	Experienced user of TFS for source control.
	Experienced with webservice development (SOAP/REST).
	Strong experience implementing and championing agile development practices into a traditional waterfall environment.
	Highly experienced building development teams from scratch, identifying and implementing appropriate tools and techniques, recruiting strong candidates to the team.
	Knowledge of various approaches to software testing, change management and release automation.
	Knowledge of 'low code' development platforms and their implementation.
Role Specific Skills & Behaviours	Proven ability to standardise, implement and drive software development lifecycle methodologies and ways of working.
	Delivery focused with a pragmatic approach to assessing technology.
	Ability to work well and deliver under pressure.
	Excellent written and verbal communication and stakeholder management skills.
	Ability to assess complex issues and to apply originality in modifying existing approaches to solve problems.
	Confidence to constructively challenge existing ideas and work practices.
	Demonstrable leadership, organisational and planning skills with the ability to share knowledge with colleagues at all levels.
	Ability to produce clear and concise documentation, management information and service improvement proposals.
	Strong negotiating and influencing skills with evidence of the ability to persuade and encourage colleagues.
	Relevant development skills. The team's work currently includes use of T-SQL, SSIS, SSAS, SSRS, SSMS, TFS