Job Description

Job Title: Technical Lead	**Division:** Authentication
Reporting to: Engineering Manager	**Function:** Software Development
Location: Bangalore, India	**Job Grade:** C13
Travel: (Frequent/**Some**/None) Occasional travel, to be agreed in advance	

1. ROLE PURPOSE AND SUMMARY

De La Rue's Authentication division provides a software platform with sophisticated anti-counterfeit capability and track and trace solutions capable of handling billions of transactions per day. Our customers are global brands and Governments.

As a Technical Lead, you will head up one of our Scrum teams to bridge the gap between Architecture and Engineering. Working closely with Architects you will help translate that vision into something the Scrum team can implement in an incremental way. You will act as a force multiplier in the team, spending your time in the way that most effectively helps the Scrum team succeed. You will monitor and promote quality, upskilling and influence design decisions. As a leader, it's up to you to decide how you most effectively spend your time but we imagine you will still be hands on.

Our software uses React (Typescript) with predominately Java and .NET backend-ends with a focus on SQL Server. However, our tech stack is evolving and will change.

We are on a journey to modernise and improve how we build, deploy, maintain, and monitor our core platforms. You will take a lead role in that journey. We expect you to be opinionated and keen to use different languages and frameworks that you feel will help solve the problems we face in the best way.

We work together and value people who are collaborative, helping each other and sharing knowledge across the department, using wikis and team chat rooms to build our knowledge. We drive change and innovate; we love keeping up with the latest technologies and approaches and furthering ourselves and our teams.

2. DIMENSIONS AND REPORTING LINES (number of reports and financial values)

No direct reports.

3. KEY ACCOUNTABILITIES

Individual

- Take responsibility for the design and development of quality, simple software using appropriate patterns and technology choices.
- Collaborate and contribute to the work of Architects to review and proactively plan for new work.
- Relentlessly focus on our users' needs, driving incremental delivery of software that has the highest value, and address areas of risk in a timely manner.
- Responsible for ensuring knowledge is shared across the team and department.
- Responsible for identifying ways to improve yourself, the team, and the department through ways of working, agility or the adoption of new technologies.
- Responsible for identifying any risks (i.e. security, technical debt, antipatterns) associated with the software, suggest methods for alleviation, and take responsibility for fixes.
- Responsible for mentoring colleagues and to take an active role in their professional development.
- Work closely with Delivery Leads and be main point of contact for technical delivery objectives.
- Proactively investigate existing products through code reviews to identify improvements i.e. separation of concerns, reusable/common components.
- Proactively identify where automation could be introduced and take ownership of associated activities i.e. creation of an as is/to be roadmap, platform/coding recommendations.
- Monitor and identify ways to improve quality
- Drive towards a continuous delivery methodology

Common to all roles

Divisional Authentication

- Support the Divisional leadership team in executing on the strategy for Authentication in terms of the core GRS and Brand Protection propositions
- Build and embed (industry standard) operational best practices to sustain rapid growth and drive greater control of operations, profitability and risk
- Contribute to the development of a strong Divisional operating model, building strong interactions, processes and enablers across functions and teams
- Provide subject matter expertise to support effective decision making and provide input as required to the annual strategic planning and budgeting cycles
- Support, instil and follow the governance and operational disciplines applicable across the Division

Common to all roles

- To ensure full participation in the performance development review (PDR) process and maintain an up to date record of all training and development activities/programs
- To always act and behave in a way compliant with all De La Rue company guidelines and policies, especially those relating to values and behaviours, environmental health and safety, ethics and codes of conduct, as it is through living our values that we strengthen the culture of our business and demonstrate our understanding of our Code of Business Principles. Further information on our company values can be found in our "Living the Values" guidelines.

4. CAPABILITY (qualifications, experience and skills)

Education, Skills & Knowledge:

- In-depth knowledge of the approaches, patterns, and techniques for delivering software encompassing the whole software development lifecycle.
- Experience working as part of an agile team.
- Strong understanding and commercial experience of developing web applications using an OOP language (e.g. Java or .NET core) and JavaScript/TypeScript – Essential
- At least one area of deep technical expertise, with the skills to pass on that knowledge.
- Good technical skills with knowledge of solution design and application architecture.
- Experience developing within a continuous deployment environment, with experience using CI/CD tooling (e.g. Azure DevOps, Octopus, Jenkins, Docker).
- In-depth knowledge of security (i.e. OWASP, SQL injection, etc) and risks associated with different technologies.
- A minimum of seven years of experience in software development is normally expected for this role, involving work across a range of different software products.

Abilities:

- Ability to envision and deliver software solutions that meet user needs and/or solve business problems.
- Ability to design sophisticated solutions to meet challenging user requirements.
- Ability to set and manage priorities judiciously.
- Ability to articulate and gain engagement for ideas to both technical and non-technical audiences.
- Ability to set up and establish a new software project from scratch, encompassing best practice, continuous integration, and automated testing.
- Ability to motivate in a team-oriented, collaborative environment.
- Ability to influence colleagues across the business and customers to make convincing and sound arguments on technical decisions.
- Ability to take a lead role for one or more teams of software developers for technical delivery.
- Ability to work across, support and actively contribute to multiple streams of work, front- and back-end systems.
- Ability to deliver results through people.

Experience:

Essential

- Considerable experience successfully designing and developing software products and demonstrating technical leadership.
- Considerable experience taking responsibility for security, code quality, technical debt, future maintenance, and design decisions in software development.
- Considerable experience building proofs of concept or prototyping, designing software systems, and producing supporting documentation and plans.
- Familiarity with Git or similar source control.
- Working in an agile environment.
- Experience of successfully designing and developing sophisticated software products deployed in a variety of commercial environments.

Desirable

- Experience building web applications with modern OOP languages/frameworks
- Experience developing REST APIs and scaling a REST API framework.
- Experience building single page applications using a modern framework such as Angular or React.
- Experience with relational databases, SQL, and associated tooling (e.g. ORMs, Hibernate, Entity Framework).
- Experience with containerisation (e.g. Docker) or microservice patterns and tooling (e.g. event sourcing, RabbitMQ, Kafka).

Personal Characteristics:

You will be a self-motivated individual who is able to identify the most effective way they nee to spend their time. They feel comfortable operating in a leadership position, setting a vision for their squad whilst helping develop individuals in their career. You will be a strong believer in developing a team to deliver great software.

	Name	Signature	Date
Job Holder			