

Job Description

Job Title: Software Engineering Manager	Division: Authentication
Reporting to: Software Engineering Director	Function: Software Delivery
Location: Gateshead/Basingstoke	Job Grade: C14
Travel: (Frequent/Some/None) Some. Occasional travel, to be agreed in advance both in the UK (between Basingstoke and Gateshead) and internationally to meet customers (no more than once a quarter).	

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.

We're on a journey to radically rethink the way in which our products are architected, the technologies we leverage and the process/ways of working in which we do that. You will take a leading role, using your experience to implement change that ensures we are delivering great value to our customers as quickly and as safely as possible.

As a Software Engineering Manager, you will lead the Software function to drive best practice and continuous improvement, ensuring we deliver quality solutions for our customers. In this role, you will embrace an agile, collaborative approach, building trust and fostering a high-performance culture that delivers exceptional outcomes for Authentication and its customers. As part of the Leadership Team reporting to the Software Engineering Director you will be pivotal in driving technology choices and improving the technical skills of your teams.

You will likely have a background as a hands-on Engineer but who now enjoys empowering a team, driving success through technical innovation. You believe that a well-oiled team consists more of just individual contributors, and you passionately believe in continuous improvement.

You will take a hands-on role in implementing change across the Software team as well as engaging with other senior stakeholders, leading change across the wider IT function.

Our software estate consists of React (Typescript), C#, Java, PostgreSQL, SQL Server.

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

You will have line management accountability for four Tech Leads, a QA Manager and three DevOps Engineers.

3. KEY ACCOUNTABILITIES

Individual

- Define Engineering best practices and principles and lead on their adoption.
- Working with the Software Engineering Director, own the adoption of a re-engineering programme of work.
- Across the wider IT function, engage with other senior stakeholders to drive efficiency and improve ways of working.
- Lead on the adoption of a test strategy, working in conjunction with the Test and Quality Manager.
- Take ownership of the career progression and training for the Engineering function.
- Responsible for enhancing a culture of collaboration, accountability and technical excellence
- Accountable for defining metrics and ensuring they're made available in a way that helps support improvement within the team.
- Effective line management and coaching of the Engineering team, ensuring clear objectives are in place, cascaded down from the Software Engineering Director with regular 1-2-1s in place.
- Leading on instilling a culture of CI/CD across the department and wider IT function
- Owning the technical direction
- Building strong, effective relationships with Product Owners and with other parts of the matrix technology organisation.
- Leading and encouraging collaboration between a mix of onshore and offshore teams.
- Negotiation with senior stakeholders

- Collaborate with Architecture colleagues, contributing to strategy to build the product, and execute the technical delivery to build high performing products on a global scale.
- Drive and enforce coding standards and best practice across all teams and technologies.
- Responsible for the team culture, ways of working and overall growth of the people
- Assist in ensuring the Product roadmap is delivered on time and to budget

Divisional Authentication

- Support the Divisional leadership team, executing the strategy for Authentication in terms of the core GRS and Brand Protection propositions
- Provide subject matter expertise to support effective decision making provide input as required to the annual strategic planning cycle
- Support 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 and Knowledge

- Demonstrable and substantial experience in leading and managing teams for software developers based in different timezones.
- Experience of successfully designing and developing sophisticated software products deployed in a variety of environments.
- Hands-on experience of coding using more than one recognised industry standard language (e.g. C#, Java etc)
- Performance and line management of highly skilled teams
- Experienced implementing CI/CD
- Experienced with Azure or other cloud providers.
- Proven track record of coaching Agile teams
- Knowledge and experience of re-engineering methodologies

- A good understanding of secure coding principles
- Ability to review and interpret code.
- Experience with event-driven architecture.
- Experience with transforming ways-of-working to deliver better outcomes.
- Commercially aware, experience in managing 3rd party vendors
- Able to lead through influence to deliver business outcomes.
- Ability to negotiate with senior stakeholders
- Enthusiasm for coaching and mentoring others to enhance skills and strengthen teams

Personal Characteristics

- Excellent leadership skills.
- Open, transparent, and charismatic communication style
- Self-motivated driven individual
- Collaborative team player who strives for excellence
- Desire to coach others
- Supportive
- Accountable

Job Holder:

Date:

Manager:

Date: