

Job description

Lead Software Engineer

November 2019

Company context

INTO's mission:

Through innovative partnerships with leading universities we expand opportunities for higher education, ensuring success and transforming the lives of our students and staff.

Across the world, there is increasing demand for top quality higher education, with more and more students demanding access to provision beyond their home country. INTO partners with universities in three continents to address this global demand and help transform their international capacity and performance. Since 2006, we have successfully launched partnerships with 22 universities in Europe, North America and Asia. We have enrolled over 67,000 students from 166 countries and now have about 1700 employees, based round the world.

Our website <http://www.intoglobal.com> has details of how we are organised and our outstanding achievements so far.

Reporting line

The role reports to the Development Manager.

Job purpose

To ensure that software being delivered is of a high standard in terms of fit for purpose, application design, and code quality. This is hands-on role but will require hands off leadership responsibilities such as coaching and mentoring of other developers, and interaction with stakeholders inside and outside of IT.

Key accountabilities and duties

- Leading their teams in devising solutions to business problems that are aligned to business objectives and architectural guidelines.
- Ensuring standards and practices are observed, by coaching other developers and helping them improve their skills and understanding.
- Actively seeking to improve not only the software but also the working practices within the team.
- Coaching other developers through demonstration of better coding practices and helping to improve their skills and understanding.

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General Expectations

Expert software engineer with significant skill, evidenced by significant experience and/or academic standing. Responsible for the design of systems and able to guide one or more teams to achieve it.

The job title does not define or limit your duties and you may be required to carry out other work within your abilities from time to time at our request. We reserve the right to introduce changes in line with technological developments which may impact upon your job duties or methods of working.

Location

The post is based in Brighton. Travel within the UK and abroad may be necessary and flexibility is required to meet the demands of the post, including occasional weekend working. The post holder may be reasonably required to work from any INTO or Partner location at any time.

Safeguarding

As part of our Safeguarding procedures, applicants are asked to note that:

- references will be followed up;
- all gaps in CVs must be explained satisfactorily;
- proof of identity and (where applicable) qualifications will be required;
- reference requests will ask specifically whether there is any reason that they should not be engaged in situations where they have responsibility for, or substantial access to, persons under 18;
- Appropriate suitability checks will be required prior to confirmation of appointment.

This role may meet the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974. If so, all applicants who are offered employment will be subject to a Disclosure and Barring Serviced check before the appointment is confirmed. This will include details of cautions, reprimands or final warnings as well as convictions.

Please see the next page for person specification...

Person Specification

	Essential	Desirable
Legal Status	Eligibility to work in and travel freely to and from the UK, i.e. valid UK or EU passport.	
Education/Qualifications	A degree in Computer Science, Computer Engineering, Mathematics with Computer Science or demonstrate the relevant experience.	
Front-end Technologies	All of: Angular, TypeScript, ASP.NET, HTML 5, CSS, SCSS, JavaScript. Also, a good understanding of alternatives and the state of the industry.	
Back-end Technologies	All of: C#, .NET Core, REST. Also, a good understanding of alternatives and the state of the industry.	
Other Technologies	Almost all of: Cloud (preferably Azure), Mobile Development, App Development (iOS/Android), JIRA, Confluence, TFS/VSTS/Azure DevOps.	
Platforms	Expert in all platforms used by their teams.	
Selection of Technologies	Able to prioritise decisions, start discussions and make technology decisions; knows when to escalate decisions to Development Manager. Delegates research and proposals to colleagues and listens carefully to the results.	
Coding	<p>Responsible for the code produced by their teams.</p> <p>Ensures that departmental standards and principles are communicated throughout the team and are actively enforced.</p> <p>Ensures that all their teams are adhering to the software quality standards agreed by the department.</p> <p>Able to understand and be able to talk about and explain to their team the importance of principles of good software design and development.</p>	

	<p>Acts as example to all the developers on their team by being the person who most closely follows the principles and practices that have been committed to.</p> <p>Coaches other developers through demonstration of better coding practices and helping to improve their skills and understanding.</p> <p>Able to talk coherently about any practices used by their teams (such as refactoring, unit testing, etc.) and be able to describe their benefits.</p>	
Technical Design	<p>Responsible for the design of the larger systems for the teams they lead.</p> <p>Actively participates in architectural decisions. Understands the implications of these and escalates where these do not align with current best practice/principles.</p> <p>Escalates, as necessary, where solutions are not being developed aligned to architectural principles. Ensures that implications of this are understood.</p>	
Design Patterns	<p>Guides the design of the systems they lead, including overall design patterns. Watches the growth of the code/systems closely and listens carefully to the teams they lead and discusses standards with the Development Manager and other Leads. Able to contribute to the department standards.</p>	
Cloud/Infrastructure	<p>Oversees their team's solutions, ultimately designing the cloud solutions they are responsible for, with the help of their teams.</p>	
Documentation	<p>Responsible for the documentation of the products and services they lead. Listens to direction from the Development Manager for documentation standards.</p> <p>Ensures that their teams are providing "just enough" documentation to support the features the team have delivered.</p>	

Problem Solving	Able to overcome significant problems and mentor others in problem solving techniques.	
Tools	Familiar with GIT, Visual Studio, and Visual Studio Code (or equivalent). Also familiar with alternatives. Able to suggest new tools with the help of their teams.	
Learning	<p>Demonstrates a commitment to continuous professional development by proactively learning and developing.</p> <p>Act as example to all the developers on their team by advocating learning and taking the time to do so themselves so that other developers feel comfortable that they can too.</p> <p>Self-learning and ambition to complete courses chosen by themselves to fill skill gaps and to learn about new technologies. Proactively mentoring engineers in their team and guiding their learning.</p>	
Mentoring	Coaching/mentoring of some team members.	
Onboarding	Able to induct their new team members and help them get started contributing to the team's output. Expected to contribute to the on-boarding procedures.	
Communication (technical)	Expected to fluently document designs. Able to disseminate these designs to both team members and business stakeholders.	
Communication (non-technical)	<p>Represents the products and services they are responsible for. Proactively communicating with the wider business.</p> <p>Provides regular feedback to the Development Manager on the performance of Development Team members.</p>	
Triage	Able to diagnose and document problems and suggest potential solutions. Also helps other team members and delegates triage to their team.	
Agile	Contributes to the success of their Agile team.	

	<p>Guides their teams.</p> <p>Knowledgeable of the implementation of Agile development principles. Demonstrating an understanding of 'Being Agile' as well as 'Doing Agile'. Evangelises Agile.</p> <p>Participates in debates on team health; suggests changes in team/individual behaviour to correct any problems.</p> <p>Promotes the importance of self-organising teams and can work alongside Scrum Masters to support a team's movement towards this.</p> <p>Has the courage to say when something is not right and equally to take the initiative to do something about it.</p> <p>Serves as a technical adviser to management and provides programming perspective on requirements.</p> <p>Liaises with the project stakeholders and business on the day to day project activities – updating on the project status, escalating any risks or issues as and when they arise and propose mitigating action.</p>	
Requirements Gathering	Able to create well written proposal documents from discussions with Product Owners and business stakeholders. Helps the team produce well written user stories.	
Estimating	Able to estimate large pieces of work in a meaningful way and justify their rationale.	
Reporting (Upwards)	Able to explain what they are working on to their scrum team. Also, able to summarise their teams' work to business stakeholders.	
Peer Review	Able to carry out large and complex peer reviews and identify any issues. Will most likely only peer review under specific circumstances, such as when a new pattern	

	is implemented or when they are assessing the work of one of the team as part of coaching/mentoring.	
Releases	Ensures their teams can execute regular and complex releases. Contributes to the improvement of release pipeline strategies.	
Resourcing	n/a	
Performance Reviews	Completes mid and full year performance reviews.	
Knowledge Sharing	Builds and shares critical in-depth knowledge of the systems.	
Helping Others	Involved with on-boarding new team members. Finds opportunities to help team members with user stories in sprints.	
Passion	A passion for coding, as evidenced by a deep understanding of commercial projects.	
Recruitment	Second chair in most interviews. First chair in some. CV Reviewer.	
Culture	Understands the organisation, department and team culture and values and proactively supports these. Work alongside the Development Manager to foster the appropriate culture and values within the department.	
Testing	Tests own work before raising pull request.	