



JOB SPECIFICATION

DEVELOPMENT MANAGER

LOCATION: YORK, UK

SALARY: COMMENSURATE WITH EXPERIENCE, STARTING £50,000 (MUST HAVE OWN TRANSPORT)

BENEFITS

- Up to 33 days' holiday including bank holidays plus long-service increase
- Great flexi-time arrangement available
- Government work place pension
- Free onsite gym
- Free parking and hot drinks
- Free work wear
- On site crèche
- Staff discount

INTRODUCTION

We are looking for an experienced and talented Development Manager to lead and manage the planning, implementation and maintenance of our web applications and IT system software. This is an exciting time to join us with many IT transformation and development projects in the pipeline.

In the role you'll be responsible for end to end delivery and support of our software products and services across the business through the management of our team of engineers.

DUTIES

The Development Manager role will include, but not be limited to, the following duties and responsibilities:

- Providing specialist advice on all software development management issues.
- Identifying problems, evaluating trends and anticipating requirements.
- Undertaking project management: development cycle, coding practice and deadlines, production / implementation management.
- Co-ordinating the development teams and allocating resources in line with business strategy and objectives.
- Securing all services/data against all perceived disasters.
- Minimise waste in the development process by driving an automation agenda where suitable.
- Identifying risks and implement mitigating controls.
- Management and overseeing of the maintenance of the current websites file structures and related technologies.
- Support in maintaining appropriate disaster recovery plans for all services and data.
- First point of contact with third party technical teams.
- Monitoring productivity of individuals and the development teams as a whole.
- Managing the development cycle, coding practice and deadlines.
- Review and report on velocity of the development teams and action improvements where required.
- Working with all Departments to improve IT systems and Web applications/services.
- Maintaining own technical knowledge.
- Recruiting, training and motivating competent software engineers.
- Prioritising and assisting in technical queries.
- Line manage all the engineers in the team, overseeing and evaluating their work.



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SKILLS AND EXPERIENCE

We are looking for someone with a strong background in software development management, with a minimum of 5 years' commercial development experience and a minimum 2-3 years' experience leading and managing technical development teams.

- Technical and software development skills.
- Software Development Lifecycle and structured change management.
- Business and Enterprise architecture best practices.
- Flexible; dealing with all areas and different types of work and problems.
- Ability to understand and interpret emerging software development technologies and integrate them into the business environment.
- Knowledge of development within different project delivery methodologies such as Agile and Waterfall.
- Excellent project management skills.
- Demonstrable experience of hiring and managing a team of highly skilled software engineers.
- Have a strong understanding of system design and software architecture. Must be able to engage in meaningful conversations with engineers, architects and the Head of IT in terms of how we should design systems.
- Strong people management skills, able to get the best out of colleagues you manage.
- Knowledge of development in IBM (AS/400 iSeries) (desirable).
- Knowledge of key regulatory requirements in the financial services sector (desirable).

Qualifications

- Degree in computer science or related field.
- Other software development qualifications (desirable).

More importantly, is that you are a talented and passionate development manager with the desire to own and drive genuinely exciting projects.

