



Job description

Team Lead

Role Overview

As a Team Lead you will be either a professional Software Engineer or Quality Assurance Engineer with a drive to do more. You will be working within our agile development teams and be involved throughout the full development life cycle of the Rant & Rave development team actively managing and refining a backlog, performing line management responsibilities, coaching and leading a team to deliver software in record time.

Working with Technical Architects and Product Owners you'll be involved in all aspects of the team including elaboration of business requirements, development and maintenance of software, functional/design specification, coordination and mentoring other members of your team and driving innovation into our product suite.

Key Responsibilities

- Lead by example, with a hand on pragmatic approach and a 'can-do' attitude
- Work to deliver requirements through the entire software development lifecycle
- Facilitate decision making and alignment with architecture and the product vision
- Line Management Responsibilities
- Coaching team members both in software development best practice and in its application to the development of the Rant & Rave software suite
- Be active in the development, maintenance or Quality Assurance of scalable and robust enterprise (JEE) applications
- Work as part of cross functional, passionate agile (SCRUM/Kanban) project teams ensuring high quality delivery is at the heart of the development process from requirements definition through to delivery
- Contributing toward predictable delivery of quality releases
- Research, recommend and implement tools as needed with the goal of continually increasing our development productivity

- Proactively bringing issues and problems to the attention of the team; generating, proposing and implementing innovative solutions to solve them
- Be an advocate of automation, Test Driven Development, Continuous Integration and Continuous Delivery and use experiences to support the teams in these areas also
- Maintain exceptionally high standards of design and code quality at all times, including but not limited to adherence to architectural, security and scalability standards and principles applied at Rant & Rave
- Updates job knowledge by researching new internet/intranet technologies, software products, frameworks and methodologies; participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organizations

To be enthusiastic, fearless and boundary-less with a strong ability to coach and mentor

Knowledge, Skills & Experience

Required:

- BSc/MSc degree in Computer Science, Engineering or a related subject - or equivalent work experience
- Experience of leading cross functional agile software development teams
- 5+ years of recent experience of developing or Quality Assurance of Enterprise Java applications within an Agile environment
- Experience in leading a cross functional team of Software Engineers, Devops Engineer and QAs
Experience working with rich Internet applications using HTML5 & JavaScript and the underlying frameworks that support them (such as Struts, JSF, Spring MVC etc.)
- Ability to work with Distributed Version Control Systems such as GIT (preferable)
- Excellent English communication skills (written & verbal)
- Adapts communication style for junior engineers, senior engineers and senior management alike
- Proactive 'self-starter' attitude
- A creative, innovative and inquisitive character. Willing to experiment with many ideas and showcase the output with peers and the wider teams
- Lifelong learner - thrives from developing and sharing knowledge
- Uncomfortable with repetition seeking automation in preference

Advantageous:

- Scrum Master Experience

Competencies:

Customer Orientation

The ability to support both internal and external customers to help them achieve their objectives without compromising the company's interests and engendering this culture throughout the Customer Success team.

Analysis

The ability to gather relevant information, reason from cause to effect and generate effective solutions to commercial issues – taking into account variables and implications.

Decisiveness

The willingness to make decisions once a situation or problem has been analysed, based upon a judgement of the best solution.

Initiative

The willingness to move things forward by taking action without needing to be asked and without undue escalation.

Listening and Responding

The ability to actively listen to others, understand their feelings, needs and points of view and then to respond appropriately.

Technical/Professional Knowledge

The ability and motivation to apply and develop one's own professional and technical knowledge and to share this expertise with others.

Communication

The ability to speak & write so as to be clearly understood by others, using appropriate vocabulary, grammar & style. Excellent presentation skills, suitably adapted and targeted to the audience.

Structuring

The ability and willingness to plan and control courses of action for oneself and others, prioritising resource demands and monitoring progress so as to achieve objectives.

Change Management/Adaptability

The ability to maintain effectiveness in a rapidly changing environment and the willingness to respond quickly and positively to change.

Business Awareness

An understanding of the processes and issues relevant to one's job. This ranges from job knowledge to an appreciation of complex internal and external business issues / trends.

People Development

The willingness and ability to help others develop appropriate knowledge, skills and attitudes through objective setting, coaching, training and the provision of constructive feedback.

Educational Qualifications

Ideal academic level preferred:

BSc/MSc degree in Computer Science, Engineering or a related subject - or equivalent work experience

Professional Qualifications:

Industry certifications in software development/engineering/quality assurance or an interest in achieving these

Mobility Requirements

No travel will be required for this role

Additional Specifications / Comments

This job description is not intended to be an exhaustive list of duties to be performed by the employee. This job description may be altered to reflect the business needs of the Company.



Could you be the one for us?

Whether you're ready to join us or would just like a little more information, our team are always on hand to help.

Email us at ravecareers@rantandrave.com

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