

JOB DESCRIPTION: Software Development Team Leader

Reporting to: *Technical Director*

Main Job Role (Job Mission)

To lead the software development team(s) within the Company. The software delivered to customers and project teams should be developed with the right level of quality, to schedule and in accordance to the Company standards when applicable. The software delivered is fully tested and documented.

Main Responsibilities

- To lead the development and lifetime maintenance of software products, as required to enhance Campbell Scientific's product line. You are also responsible for managing the continuous improvement process within the software product's lifecycle.
- To liaise with our parent company Campbell Scientific Incorporated to ensure efficient, co-ordinated development of software products across group companies.
- To maintain project plans for both software and hardware development and report back to management on the progress of projects.
- Some of the products will require validation and testing against international, national and local standards. You will be responsible for ensuring a detailed understanding of these needs with the team and providing mechanisms to validate products against the standards.
- You will ensure that software products developed at CSL are adequately documented, to a level to allow other group resources to maintain the package and that adequate backups of each version of software for all projects are maintained in an ordered and safe fashion.
- You will maintain an awareness of the principal markets of the business and contribute to Product Market plans as required.
- For some projects you may also be involved yourself in steps from initial concept, design and functional specification, some writing of code, writing of preliminary documentation and testing of the final product.
- You will have a number of staff in your team and be expected to directly manage those staff. You will carry out staff appraisals, skill sets reviews and general personnel management.
- You will ensure the proper running of the companies Konect and future Service products; delegating support and maintenance to others as necessary.

Secondary responsibilities

- You will provide marketing and sales support activities necessary to ensure success of the products and services offered by the software team and the company as a whole. This will include the promotion and demonstration of the Company's products and services at exhibitions or to customers where appropriate. This may also include running in-house and outside training courses.
- Undertake travel on Company business when required, including overnight stops in the UK and overseas.
- Represent the Company in a positive, helpful and professional way at all times.
- Undertake any other reasonable task that may be asked of you by your supervisor or senior management

PERSON SPECIFICATION

Knowledge and Experience	Essential	Desirable
Relevant experience in Software Development and in particular have skills in the use of Microsoft Visual Studio	X	
General Knowledge of a wide range software products, the technology used and key markets		X
Knowledge of project management techniques and software for tracking project progress	X	
General knowledge of Cloud platforms, e.g. Azure or Amazon Web Services, including their structure, use and capabilities	X	
Experience of development, deployment and administration of services on the Azure Cloud platform		X
Knowledge of the market and technology of IoT when applied to measurement systems.		X

Qualification	Essential	Desirable
A relevant Engineering or Science based qualification to HND or above		X
A relevant professional qualification in Software Development	X	

Skills and Competencies	Essential	Desirable
Ability to analyse customer requirements and define these as a formal specification for software development	X	
Team leading ability, shown by having led a team to work co-operatively with others, continually reviewing objectives and priorities, and accepting collective responsibility. Experience should include direct personnel management.	X	
Strategic Thinking, demonstrated by an ability to maintain a broad overview of both technical and business challenges in order to achieve long term goals whilst realising short term objectives	X	
Ability to communicate effectively, orally and in writing at all levels and in a variety of styles and settings	X	
Influencing skills, evidencing ability to gain agreement or acceptance through influence, persuasion or negotiation	X	
Organisational skills, demonstrating the ability to establish plans of action to effectively ensure achievement of results	X	
Understanding of measurement theory and practice		X