

Software Development Manager

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Company: Tesco Technology

Location: Bengaluru

Category: other-general

Job Description

Job Summary

As a Software Development Manager you are the first engineering management role. You impact positively the teams you lead; the people you manage and the products you are responsible for whilst helping build the right culture within your domain. You hire; develop; and retain our Software Development Engineers to set them up for success. You build performing teams that consistently deliver quality software; whilst empowering your engineers to own technical decisions. You work effectively with your stakeholders and product teams to ensure the right outcomes are delivered. You play a key role in formulating the technical strategy and roadmap for your area.

In this Job I am accountable for

Line management responsibility for software engineers in my team

Experience Relevant for This Job

I play an active role in people management and technical leadership. I impact the teams I lead; the people I manage and the products I am responsible for; whilst having a direct impact upon the environment and continuous improvement within my domain. I am responsible for building and developing high performing teams. I take accountability for the environment that my teams operate within and the processes and standards that

facilitate high quality software delivery. Ensuring the right product outcomes through the right technical strategy and trade-offs. I build capability by hiring; retaining; and developing the careers of our engineers; ensuring opportunities for growth and maintaining a level of challenge and motivation. I establish and sustain the environment for development to succeed. My primary focus is to hire; develop and retain our Software Development Engineers (SDEs). I lead and develop our SDEs through tailored plans; 1-2-1 meetings; coaching and mentoring whilst aligning opportunities to grow expertise alongside the goals of the wider team and business. I ensure SDEs are set up for success and provide course corrections when needed. I am responsible for building performing teams that consistently deliver quality software whilst balancing the demands of timeframes and needs. I ensure the right levels of processes; practices; and standards to build and operate products; aligned to the wider Technology strategy and standards. I drive continuous improvement across my teams and directorate; capturing the right data to affect our practices and delivery. I guide and empower my engineers to own technical decisions whilst understanding when guidance is needed. I play a major role in the process of releasing value to our customers. I am accountable for the products I work on and proactively identify risks; propose mitigations; and understand when to escalate or ask for help. I build balanced; empathetic relationships with my stakeholders and product teams; collaborating effectively to ensure the right outcomes are delivered. I am a great communicator. I play a key role in formulating the technical strategy and roadmap for my area to support the growth of our business objectives and maintaining our competitive advantage. I drive architecture; design; implementation; adoption; and re-usability of technology within my teams and the wider technology community; crafting a culture of innovation and technical excellence.

Qualifications

Skills for this Role

Skills at managing software engineers; supporting their career development and growth. Leading complex software development programmes. Demonstrated skills in designing; developing and running highly-scalable distributed systems. Skills implementing a range of design and architecture patterns. Technical leadership skills within a team are important. Coaching; supporting and mentoring those around you are a key need.

Other skills needed for the role are as follows

Programming

System Design

Development Practise

Infrastructure

Software Security

Operations and Maintenance

Core Technology

Development Lifecycle

Product Methodologies

Retail Technology

Awareness Communication & Influencing

Data Analytics & Insights

Strategic Thinking & Problem Solving

Finance & Procurement

Curiosity & Learning

Additional Information

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