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| Job Title | Tech Lead |
| Business Unit | Central Services |
| Location | Bretby – Socotec House |
| Purpose | As Tech Lead for SOCOTEC, you will be managing and guiding our development team(s).Your responsibilities will include overseeing our development processes, managing our software development division and helping us innovate and deliver efficient solutions.The goal will be to ensure the development of high-quality, innovative software to meet our business needs. You will be managing a team of software developers, helping design solutions. You will also be helping to drive our technical processes. Reporting to the IT Director, working along with a Product Owner and working with various teams. You will help deliver exciting new applications as well as improving our existing code base.Key Responsibilities:* Provide technical leadership: Lead our IT Development Team with vision and expertise
* Shape our strategy: Develop and define our Software Development Strategy to ensure we stay ahead of the curve
* Innovate and improve: Oversee our existing software inventory, identify improvement projects, and manage technical debt
* Design and build: Collaborate on designing and building internal applications that make a real impact
* Set standards: Define our coding and technical standards to ensure top-notch quality
* Mentor and develop: Nurture and develop our internal developers, helping them reach their full potential
* Drive processes: Manage our development sprints and processes to ensure efficient and effective delivery

What You'll Work On:* Exciting projects: Deliver new applications and enhance our existing codebase
* Tech stack: Work with our major Java (Spring) and Angular front-end stack, as well as some C#.NET Blazor and other legacy stacks
* Integration: Help us support and eventually remove legacy applications, as well as integrate our new systems as part of our DATA and Software Strategy

This role is ideal for someone with some team or technical leadership experience. We are looking for someone who can think strategically and solve problems, with a passion for driving improvements |
| GeneralResponsibilities/Specific Duties: | * Lead and manage our internal software development team(s)
* Oversee technical decision making around software design, helping ensure we have scalable, reliable and high performance systems
* Steer and implement technical standards, and tech stack selection. Helping with software development, implementation and tech strategy
* Design, implement and maintain Java applications (and applications in our core tech stack)
* Ensure the quality of code, as well as the general life cycle development quality (including release process) is of a high standard
* Interact with Stakeholders to understand their problems and needs, collaborate with other teams to integrate new features
* Managing the development lifecycle to ensure realistic estimates, and delivery of projects to estimates.
* Assessing third party applications for technical competence
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| Objectives | * Delivery of key projects
* Ensuring developments are done to timelines, to good quality
* Staff professional development plans in place for direct reports down
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| Qualifications | * Minimum 5 years industry and development experience
* Minimum 2 years leadership experience
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| Competencies | * Strong background in software development, with knowledge of languages such as Python, Java, C#, JavaScript or similar (We work in Java and Angular front ends)
* Software development lifecycle management experience
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| Desirable | * IT related degree
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| Mandatory Training | * SOCOTEC Online Health & Safety Training modules - paid for by the company
* SOCOTEC Online HR Policies Awareness modules - paid for by the company
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