

Job Description

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| Job title | Software Engineering Manager |
| Reports to | Director of Engineering |
| Responsible for | Team of 6 x Software Engineers and 1x Product Owner |

Job purpose

Responsible for motivating and developing the Bennamann Software team as well as leading the architectural strategy of Bennamann's cutting-edge, safety critical IoT solution based in Azure.

Responsible for driving the growth and development of our IoT platform, as well as shaping front end solutions for customers and engineers, revolutionising the capture, distribution, and usage of fugitive methane.

The purpose of this role is to lead, manage and develop a team and be a catalyst for positive change for our direct customers, the energy network and climate issues

Duties and responsibilities

- **Operational responsibilities**
 - Development and implementation of the overall platform strategy including architecture, data management, technology and development environments.
 - Scoping, designing and managing the development, maintenance and running of any and all Bennamann proprietary software platforms and systems.
 - Development and updates to the overall systems and software strategy for the business
 - Outside support managing 3rd party consultants and SAAS vendors as required
 - Data management – content, format, storage, location, life cycle
 - Managing KPIs and budgets of hardware, software and employee spend invested in the software portfolio in-line with overall Bennamann strategy.
 - Infosec – programmatic and physical
 - Ensure compliance with GDPR
 - Follows procedures to ensure compliance with company ISO standards
 - Streamlined, timely and cost-effective sourcing, procuring, and running of Bennamann IoT hardware and software solutions.
- **Peer group /cross team liaison**
 - To ensure close liaison and handover with the Field Operations Team at the appropriate stage of implementation
 - Work collaboratively with the wider engineering team to deliver cross-functional plans and solutions to customers as part of overall product strategy
 - Work with the Product and Programme Management groups to update on, steer and deliver software product roadmap
 - To liaise with all other teams as appropriate and ensure effective communication around software updates
- **Reporting and communication**
 - To provide regular updates to the management team with regard to software progress
- **Leadership & Management**
 - Effective leadership, development and management of team from recruitment to performance management, development and progression

- To motivate and encourage team members at all times and deal with both excellent and poor performance appropriately.
- To support regular team briefings to keep everyone informed on strategy progress, performance and communicate important information.
- Support to identify training requirements that will improve the skills level of team
- Conscientious and caring manager, adhering to all people process including induction, probation and performance reviews.
- **Team**
 - Proactive member of development, deadline driven, motivated and engaging team
 - Participate actively in team meetings and proactive in own review and development
- **H&S**
 - Responsible for own H&S and that of your direct reports, adhering to company guidelines be this in an office / workshop setting, on site, in a vehicle and/or any other reasonable context
 - Highlight any H&S risks you identify to management
 - Ensure you have any and all reasonable PPE and highlight any deficiencies to management who will address as required

Person Specification

| ATTRIBUTES | ESSENTIAL (must have these skills or experience) | DESIRABLE (prepared to train or develop in these areas) |
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| Relevant Experience Work and non-related work experience relevant to the job and organisation | Technical/Operational Experienced software development professional with experience in: <ul style="list-style-type: none"> ● Systems specification, implementation, and management ● Ability to use and work with Azure, NodeRed, nodeJS, IoT Hub, Data Factory, TypeScript, C# ReSt API ● Product Life Cycle Management and agile design and development practices ● Software development and management of software development activities ● Evidence of architecting modern, enterprise IoT solutions (>100,000 devices) ● Management of global data ● Ability to perform code reviews ● Measure and improve quality ● Provide hands-on development where necessary Leadership & Management | |

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| | Experienced technology, leader with a motivating and collaborative style and previous experience of leading and managing dynamic, fast-paced software teams. | |
| Education/ Training Specific qualifications and or training | BA/BSc in Computer Science, Engineering or related experience GCSE English/Maths grade C or above | |
| Qualities, knowledge & skills Personal skills, qualities, behaviour, most of these will be essential as many of these cannot be trained | <p>An empathy and affinity with the Bennamann company values:</p> <ul style="list-style-type: none"> - Safety - Curiosity - Integrity - Passion - Respect <p>Excellent organisational skills</p> <p>Great communicator – at all levels of business internally and externally</p> <p>Self-motivated and autonomous when required, with the ability to motivate others and work as part of the team.</p> <p>Able to remain calm under pressure.</p> <p>Presentable with the ability to be a positive representative for Bennamann in relationships with customers and suppliers; ranging from farmers to councillors and scientists.</p> <p>Adheres to process and policy, including PPE & uniform</p> | |
| Additional factors Working conditions/hours, ability to drive, any special working conditions (e.g. gas handling) | Ability to travel to clients and events as required, may involve occasional evening and weekend work and travel | |