Engineering Manager

Job Description:

The Engineering Manager is responsible for fostering excellence in engineering practices across multiple cross-functional development squads. The role involves performance management, facilitating the removal of roadblocks, and building collaboration among squads to ensure successful delivery. While technical strategy may be guided by the Solution Architect, and project specifics handled by the Project Manager and Technical Business Analyst, the Engineering Manager focuses on the people and practices that drive engineering success.

- Cultivate advanced engineering practices and a culture of technical excellence within and across the squads.
- Manage and track team performance, setting clear goals and benchmarks, and providing regular feedback and appraisals.
- Act swiftly to identify and eliminate obstacles that impede the squads' progress, ensuring a smooth workflow.
- Encourage collaboration and communication between different squads, fostering a unified approach to problem-solving and innovation.
- Ensure that each squad consistently delivers high-quality software solutions, meeting the agreed-upon objectives and timelines.
- Oversee the technical growth and skill development of engineering teams, including coaching, mentoring, and career development.
- Lead by example in promoting Agile methodologies, advocating for best practices in continuous integration, code quality, and test automation.
- Champion a collaborative team environment that encourages knowledge sharing and collective problem-solving.
- Engage with other department leads to align engineering deliverables with broader company initiatives and product strategy.
- Work closely with the recruitment team to attract, onboard, and retain top engineering talent.

Qualifications:

- Be able to work office hours and occasionally overtime based on project needs but also require utility to support working e.g. air-conditioner, internet access, printer and physical access.
- Bachelor's or Master's degree in Computer Science, Engineering, or a related technical field.
- 5-7 years of application software implementation experience.
- 5-7 years of mobile application / web application developer.
- 5-7 years of experience in multiple scrum/squad teams management
- Extensive experience leading software development teams, with a track record of successful project delivery.
- Demonstrated ability to manage and improve engineering workflows and practices.
- Strong leadership skills with a focus on team performance and personal development.
- Proficient in Agile development frameworks and software engineering best practices.
- Excellent communication and interpersonal skills, with the ability to navigate complex inter-squad dynamics.
- Adept at problem-solving, prioritization, and decision-making.

Engineering Team Lead
Job Description:
Technical Lead is a critical role focused on the squad level, ensuring that the engineering team delivers high-quality software increments each sprint. Reporting to the Engineering Manager, this role collaborates closely with System Analysts or Technical Business Analysts to align solutions with business needs within sprint cycles. The Engineering Team Leader also works alongside QA Leads to maintain quality standards, Solution Architects to ensure design accuracy, and other squads to manage shared resources and integration points effectively.

- Guide and support the engineering team in planning and executing deliverables for each sprint, ensuring high-quality outputs.
- Collaborate with System Analysts or Technical Business Analysts to understand business requirements and ensure they are accurately incorporated into sprint planning.
- Work with the QA Lead to establish quality benchmarks and ensure that all deliverables meet these standards.
- Coordinate with the Solution Architect to ensure that code-level design is in line with the overall architectural vision and contributes positively to the product's evolution.
- Facilitate cross-squad collaboration to manage shared codebases, features, UI flows, and APIs, ensuring seamless integration and avoiding conflicts.
- Lead and mentor developers in best practices, clean code principles, and efficient problem-solving techniques.
- Monitor and assess team performance, providing feedback and encouraging continuous improvement.
- Act as a technical mentor, assisting team members in overcoming complex technical challenges and fostering an environment of knowledge sharing.
- Ensure the team adheres to Agile methodologies and actively participates in all Scrum ceremonies.
- Manage code reviews and oversee the integration of new features and bug fixes, ensuring system stability and performance.

Qualifications:

- Be able to work office hours and occasionally overtime based on project needs but also require utility to support working e.g. air-conditioner, internet access, printer and physical access.
- Solid experience in software development with a proven track record in leading development teams.
- In-depth knowledge of Agile practices and a strong command of software development life cycles.
- Excellent leadership skills with the ability to mentor and inspire team members.
- Strong technical acumen with experience in overseeing code quality and architecture.
- Effective communication skills, with the ability to coordinate between multiple stakeholders.
- Proven ability to manage priorities and navigate complex project environments.