Role Profile

Role Title: Software Engineering Lead

Department: IT

Reports To: Head of Software Engineering

Purpose of Role: To technically lead the development team while remaining hands on with the development and maintenance of business applications and services to facilitate business growth, in support of Foundation Home Loans technology-oriented strategy.

Applying technical knowledge, skills and experience; to increase the innovation and success of the IT Development function.

Translate business requirements into estimates and/or technical specifications.

Key Accountabilities

- Understand the needs of the business and how the systems you are asked to work on meet these needs.

- Responsibility for the quality of your own work and that of the team you are working with, ensuring that work is delivered on time and to the required quality standards.

- Lead and inspire members of the development team to deliver business benefit and value, ensuring the success of all members of the team.

- Provide technical leadership and guidance to the development team, with the aim to continually improve the efficiency and quality of work provided by the team. Supplying innovative ideas and suggestions for improvement in working practices, tools and technologies.

- Lead by example in design, development, troubleshooting, documentation and take responsibility for the implications of design decisions, code quality and delivery timelines.

- Collaborate across IT and other business areas to clarify requirements, finalise user interfaces, understand dependencies, identify risks and agree integrations.

- Adherence to and continuous improvement of the SDLC individually and as a development function.

Performance Behaviours:
Gets Results / Team Working / "Can do" innovative approach / Organisation and Planning / Ownership / Influencing Others / Customer focused

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Essential Skills/Qualifications:

- Excellent analytical, interpersonal, and communication skills with strong problem-solving abilities; ability to work effectively with people even under difficult circumstances; ability to work with employees at all levels.

- Self-motivated and disciplined in planning day-to-day tasks as an individual, as part of a development team and/or in partnership with others.

- Positively manage and adapt to change; including keeping aware of the latest trends in technologies, libraries, frameworks and design patterns.

- Ability to realistically plan and estimate work

- Knowledge of secure development (application of security principles in code)

- Commercial development experience, preferably following a qualification in software development disciplines.

- Proven track record of delivering multiple, complex solutions, in a disciplined development environment

- Ability to plan, monitor and manage day-to-day tasks for a development team whilst working effectively as part of a development team including hands-on coding.

- Knowledge of working with an application lifecycle management tool such as Azure Dev Ops.

- Experience of working in an agile environment (Scrum, Kanban)

- Solid understanding and 8+ years of experience of developing applications in the following technology areas:
  - Microsoft Azure
  - Microsoft SQL Server Development
  - .Net Framework – C#
  - HTML5/CSS3/JavaScript
  - Communication technologies – SOAP, REST API

Desirable Skills:

- Experience of working within Financial Services environment
- Experience of the Financial Services industry and supporting regulations including Consumer Duty (CD), Treating Customers Fairly (TCF) and Environmental Social and Governance (ESG) is preferred however training will be given where required.

Our people embrace our values:

Fair - We are open minded and make unbiased, consistent decisions.

Accountable - We take ownership of situations so that our customers experience efficiency.

Customer first - We understand what our customers want and build strong relationships.

Transparent - We communicate clearly and concisely, ensuring that we are open with information.