Development Team Lead

Ibcos Computers

Poole, UK

Ibcos is the UK's leading provider of Dealer Management Software. Supplying the Agricultural, Construction and Garden Machinery industries. We help Dealers manage all areas of their operations. From parts and service, through to sales and finance. With innovative solutions to achieve their business objectives.

We're looking for a development team lead to lead and mentor a small team of developers. This role requires someone with an interest and passion in software development. We have a mixed technology platform across a variety of languages and frameworks. We have a strong roadmap of innovation to deliver. Expecting team members to excel and bring new ideas to improve our competitiveness.

You will be leading by example. Helping to create specifications for features that need developing. Documenting designs throughout the development process. Mentoring and leading your team on best practices and coding standards. Evangelising self-testing code. You will be coding as well as leading your team. Be accountable for achieving your key point indicators (KPIs).

Objectives

- Write code using best practices and coding standards. Using the correct programming language for the platform and problem.
- Ensure automated testing is maintained, effective, and grow with the code base.
- Lead stand-ups, estimation sessions, retro's and planning.
- Work with the product owners to ensure features are completely documented. Ready for development to begin.
- Be involved in recruiting members of your team.
- Mentor team members, advising them where needed, and resolving blockers and disputes.
- Promote issues, blockers and disputes that you cannot overcome to your line manager.
- Handle holiday requests, absenteeism and time management for your team.
- Ensure your team members are meeting their competencies and hold regular performance reviews.
- Support the learning and progression of your team members.
- Work with the other team leads and your line manager to agree and achieve your teams KPI's.
- Be the spokesperson for your team at department and inter-department meetings.