Development Manager

Ibcos Computers

Poole, UK

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

We're looking for an experienced Development Manager with a broad and deep interest in the entirety of software development to lead the 16 strong Development department to deliver the future of our products. We have a mixed technology platform across a variety of languages and frameworks with a strong roadmap of innovation to deliver, expecting team members to excel across the stack and bring new ideas to improve our competitiveness.

You'll have experience developing and managing server/client based applications, ideally with a financial, ERP or business management background. You'll be keen to stay close to the code, embedding yourself in the team to lead by example. You'll be a technologically agnostic, with working knowledge across a variety of languages, frameworks and practices, able to make informed and reasoned decisions about the way to go. You'll be able to lead complex architectural and design problems, getting buy in for the solution. You'll have managed a Development Team previously, with a full understanding of the software lifecycle. You'll lean towards agile methodologies, but will be pragmatic with it, able to adjust as needed. You'll also be comfortable as part of senior management looking strategically at the future of the business in all areas.

The position comes with a competitive salary and bonus scheme. Additionally, you'll get up to 25 days holiday, a continuous professional development program, life assurance, free on-site parking, free fruit and join a fun, professional team with regular social activities.

We have a local entrepreneurial feel coupled with the benefits of being part of a global technically focused software organisation through our parent company, Constellation Software Inc., where we have access to some of the most successful teams in the industry. We pride ourselves on our open and friendly environment where creativity and personal development is actively encouraged.

Mission

To ensure the Development Teams are consistently delivering working, performant software to the highest quality in a timely fashion.

To continually improve the performance of the team by the investigation, implementation and evangelisation of state of the art software delivery methodologies, platforms and techniques.

To lead the evolution and next generation of the Platform for all technical and architectural purposes to deliver a state of the art, high quality and performant platform to support the ongoing Roadmap.

Outcomes

To assist with the delivery of all software objectives, writing code to a high standard, leading by example in the delivery of new features and performance enhancements in accordance to the Roadmap.

To coach and lead existing team members to deliver against the plans and software best practices, creating a self-organising department that takes collective responsibility for the work they do.

Manages workflow using agile and lean techniques to ensure the team is aware of priorities and delivers the highest value items soonest.

To represent Development in senior management discussions, ensuring the state and capabilities of the department are accurately presented when discussing long term strategic plans.

To create long term strategic plans for the department and platform, aligned to the Companies objectives and vision, communicating to rest of the Senior management team.

To create and present appropriate status and utilisation reports as needed for reporting to Constellation, in particular the Quarterly Service Review (QSR).

Ensures the delivery of performance management and professional development plans across the Department to provide clear career paths, succession planning and appropriate handling of poor performance.

To introduce and monitor appropriate KPIs for Department achievements, including a feedback loop to inform a continuous improvement program to improve said KPIs.

To improve the quality and cadence of delivery by implementation of quality software development practices following agile and lean principles.

Increases quality and efficacy of the Platform, reducing ongoing maintenance and support costs via the expansion of Test Driven Development and Continuous Delivery practices.

To assess, recommend and ultimately deliver a technical architecture and framework to support the next generations of the Platform, to include the enabling of cloud deployments.

To ensure the upgrade and update of core components of Platform to their latest versions to accommodate advances in features, quality, performance and security.

Ensures escalations and live issues into the Department are handled appropriately, removing internal blockers and chasing external constraints to ensure the team can continue to deliver.

Contribution, feedback and evangelism of a published and well understood delivery methodology using best practice in agile and lean techniques to achieve high value software that is easily supported.

An expert in the platform, well known and available to all departments to assist in the sales, delivery and support of the platform.

Credible input into the ideation and product framework to assist in Roadmap generation and platform strategy.

Acts as a senior manager in the Business, taking part in all strategic and tactical activities, and representing them to all areas of the business.

Active member in the wider development community, keeping up with the cutting edge of software development practices and principles, presenting and evangelising this to the team.

Competencies

In addition to the Core Ibcos Competencies listed below, the Development Manager should demonstrate the following competencies:

Leadership	*I enable and empower others to translate a vision into reality.*
Autonomous	*I can act independently to achieve my goals.*
Precise	*I am accurate in my communication and exact in my delivery.*
Continuous Improvement	*I look to improve always, in all ways.*
Credible	*I know what I'm talking about and have the evidence to prove it.*
State of the Art	*I like to be at the forefront of technology, and to incorporate the newest ideas and features.*
Technical Excellence	*I deeply understand the essence of software development, and the relationship between principles and practice.*
Visionary	*I have a clear vision of the future and the ability to bring people with me.*
Agile	*I can respond to change quickly, using a lean approach to deliver the highest value earliest.*

Everyone at Ibcos should be able to demonstrate the following Core Competencies:

Positive	*I convey an optimistic and confident approach to situations.*
Interested	*I want to learn more about what I and the company does.*
Committed	*I do what I say I'll do; people can count on me.*
Respectful	*I treat colleagues and customers with deference and respect.*
Collaborative	*I work well with others to get the desired outcome.*

How to Apply
If you are interested in this position, please send your CV to Collette Convery at collettec@ibcos.co.uk.