

Lead Software Engineer

Information, Systems and Change

Overview	
Role Purpose	<p>As a proven and experienced Lead Software Engineer, you will be pivotal in developing and maintaining NHG's flagship digital platform, transforming our ways of working and customer experience.</p> <p>Reporting to the Head of Software Engineering, you will have a strong track record in .NET technologies having progressed into a lead/mentoring role. You will be comfortable working across front-end and back-end technology stacks.</p> <p>You will be highly enthusiastic about new and emerging technologies that can enhance the business. You will work with Architects/Engineering and Delivery teams to advise on technical solutions and be responsible for ensuring the delivery of quality standards on solutions.</p> <p>As a technical lead, you will use your technical & digital experience along with your ability to build relationships to drive real change and innovation.</p>
Responsible for	<ul style="list-style-type: none"> • Manage a team of Software Developers in the creation and maintenance of high-quality software within agreed project deadlines. • Assisting IT Heads in planning, guidance and direction to the team. • Assume a high level of ownership of all work developed by members of the team. • Guide, coach and mentor software developers.
Reports to	Head of Software Engineering
Line management	Software Engineers
Tier	6
Level	Manager
Role relationships	
Internal	Architects, Development/Scrum Teams, Project Managers, Technical and Business Analysts, Product/Process Owners, and Business Users.
External	3 rd party solutions and service providers.

Role accountabilities

- Manage a team of Software Developers in the creation and maintenance of high-quality software within agreed project deadlines.
- Work in an Agile team taking ownership of the technical delivery of changes.
- Ensure that stories and tasks are appropriately sized, scoped and defined.
- Drive the DevOps maturity roadmap within the team.
- Ensure the smooth running and support of live systems; providing the appropriate monitoring information to stakeholders for awareness and decision making.
- Contribute to the wider enterprise technology strategy and roadmap.
- Ensure the team continue to produce high levels of services, expertise, development and test processes that are scalable and maintainable within expectations of the stakeholders (including adherence to SDLC)
- Ensure the appropriate levels of system and support document are created and maintained.
- Contribute to vendor solution due diligence.
- Coach and mentor staff members through training and individual support.
- Participate in the full software development lifecycle, including agile scrum ceremonies.
- Participate as a member of information technology teams, contributing to software development discussions, investigating the use of new development tools, and facilitating change.

General

- Ensure you follow the financial regulations, policies and procedures at NHG.
- Ensure that you follow relevant Health and Safety policies and related procedures, keeping up to date with changes and taking action to maintain personal health and safety and that of others.

The tasks and responsibilities outlined above are not exhaustive; the post holder may undertake other duties as is reasonably required.

To do the job well, we have outlined the knowledge, experience, and skills you need to do the job.

Personal Specification

Experience (executive)

Essential

Desirable

Professional expertise (know how & experience)

Essential

Desirable

- Proven experience of leading/mentoring a team of developers.
- Strong Agile delivery experience (ideally Scrum)

<ul style="list-style-type: none"> • Extensive development experience utilising C#, ASP, .NET and MVC, and Web API/RESTful API. • Strong knowledge of SQL Server and NoSql ideally CosmosDB • Good experience with mainstream JS frameworks like ReactJS or similar. • Well versed in Source Control using GIT • Experienced in CI/CD and enthusiastic using Azure DevOps. • Currently using and well versed in Design Patterns. • Exposure to Microsoft Azure services. • Experience with TDD, unit testing and an understanding of BDD. • Experience of Responsive design, accessibility, mobile first development etc. • Mentoring Junior/Mid-level developers 	
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Skills

Essential	Desirable
<ul style="list-style-type: none"> • Experienced in CI/CD and enthusiastic using Azure DevOps. • Web applications development in C#, ASP .NET, MVC, Web API/RESTful API • Distributed source control i.e. GIT • JS frameworks such as ReactJS or similar and an understanding of HTML and CSS • SQL Server, NoSQL (CosmosDB) • Excellent organisational and analytical abilities. • Outstanding problem solver. • Good written and verbal communication skills. 	

Qualifications and/or professional membership

Essential	Desirable
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Bachelor's degree in Computer Science or equivalent experience.

NHG Values and Behaviours

NHG Values and Behaviours serve as a guiding framework for our staff and helps us understand how our values should be visible in everything we say and do. They outline what we expect from our staff at different levels across the organisation.

This role is a **Team Manager** level and therefore you should refer to the **Team Manager** behaviours in addition to this role profile.

The full list of NHG Values and Behaviours is available on our external job site page and intranet, Milo.

You'll be assessed on the knowledge, experience, skills, and expectations criteria at various stages throughout the selection process.