

Nomad Digital		<h1>Job Description Template</h1>	
Doc. Ref.	QFOR-140		
Revision	3		
Date	Jan 2015		

<b>Job title:</b> Head of Development	<input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Contractor
<b>Work Location:</b> Porto (UPTEC)	<b>Division/Department:</b> Product Development, Delivery
<b>Reports to:</b> Global Director of Operations	
<b>Responsible for:</b> Local development team, up to 4 developers	
<b>Key internal and external contacts:</b> Delivery Director EMEAI, R&D Team (including development staff, QA test staff, technical authors), Project Team (including PM, Engineers), Service Team, System Administration Team	
<b>Travel Required:</b> 20% Occasional both in the UK and Europe. Occasional out of hours' support required.	
<b>Job Purpose:</b> Lead a team of developers to deliver the full software development lifecycle activities, with primary focus being productization of 'Chronos' and creation of mobile apps and reporting tools.	
<b>Essential Duties and Responsibilities:</b>	
<ul style="list-style-type: none"> <li>• Lead and motivate a team of developers to achieve committed targets.</li> <li>• Manage product development team through the full software product development lifecycle to ensure specific prototypes and pilot offerings are productized to become a sustainable, secure, and stable solution.</li> <li>• Provide line management and technical leadership to include the recruitment, development, coaching and training of the team members, including juniors and/or graduates.</li> <li>• Maintain and regularly review product development related processes, standards and guidelines as per the Nomad Digital Quality Management Systems; and ensure adherence to them.</li> <li>• Work closely with internal/external stakeholders to develop and implement strategies for continuous improvement in predictability and quality of process and product.</li> <li>• Implement, monitor and publish KPIs reflecting the performance of the Porto team across a range of operational and delivery metrics.</li> <li>• Provide technical input on commercial development, contract changes and proposals.</li> <li>• Form strong business relationships with other business functions, ensuring a good level of interaction to ensure that key stakeholders are influenced to support and enable delivery.</li> <li>• Provide the appropriate level of reporting to key stakeholders on product delivery status and technical issues. In addition to periodic reporting, to include technical plans, roadmap progress, risk profiles and resource schedules</li> <li>• Work with key internal and external contacts to investigate reported issues and provide timely solutions.</li> <li>• Design, develop, test and document changes to applications to address issues escalated to the team.</li> <li>• Estimate the impact of changes to other aspects of the product and product suite.</li> <li>• Report progress against allocated backlog items.</li> <li>• Develop and test Java, JavaScript and Python applications according to agreed best practices and patterns within the team and the wider software industry.</li> <li>• Demonstrate a strong knowledge of architecture and design best practices and patterns when designing software solutions.</li> <li>• Collaborate with other developers and engineers to achieve successful delivery, at pace.</li> <li>• Make a positive contribution to standards, tools and processes within the team.</li> </ul>	
<b>Qualification requirements:</b>	
<ul style="list-style-type: none"> <li>• Degree qualified in a computer science related discipline or equivalent experience</li> <li>• Leadership or management training or certification (or equivalent experience)</li> </ul>	
<b>Experience Requirements:</b>	

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- At least 10 years' commercial development experience
- At least 5 years' proven management and leadership skills gained with software product development teams in a variety of large and small environments and/or involving multiple teams either co-located or distributed.
- Experience in a software, hardware, electronic and mechanical environment
- Good knowledge of On Board Information Systems, ideally gained in the public transport sector (not essential)
- Commercial experience developing applications using Python/TOMCAT JAVA.
- Good working knowledge of web based technologies including, but not limited to, JavaScript, REST, SOAP, JSON, XML, XSD, XDD, HTML
- NGINX (alternative for Apache webserver)
- GITLAB
- PULP (Open Source Repository)
- ELKSTACK
- KIBANA = coupled to Elastic search
- PUPPET = configuring and development of the modules.
- Good working knowledge of networking, security, Linux and databases (Linux environment runs on CentOS)
- Able to work with command line/Cron jobs/Bash
- KVM Virtualization
- ZABBIX Monitoring tool

#### Other Essential Requirements:

- Ability to lead and motivate a team.
- Strong leader, people manager and coach.
- Ability to speak in public, to chair and take part in both internal and external meetings and presentations
- Working knowledge of multiple software development methodologies including waterfall and agile
- End to end experience and understanding of the software development lifecycle
- Strong and demonstrable success in product development.
- Ability to motivate, inspire and direct technical teams.
- Methodical and process oriented. Comfortable with business statistics.

#### Key Behavioral Competencies:

- Attention to detail
- Ability to work well in pressurised situations
- Excellent stakeholder management, both internal and external
- Ability to work to set and ensure the team achieves deadlines
- Excellent Written and Verbal Communication skills
- Ability to think proactively in a fast-paced environment
- Positive 'can do' attitude

This job description is neither exhaustive nor exclusive and may be reviewed in the future depending upon operational requirements and staffing levels. These duties may be modified and updated by the Employer from time to time following agreement with the Employee. The Employee also agrees to perform all other reasonable duties and comply with reasonable instructions issued by the Employer.

This Job Description is updated and agreed on a regular basis to ensure that the role is relevant to the organization and to ensure development of both role and individual.

The Nomad Group is committed to providing equal opportunities in employment and freedom from unlawful discrimination on the grounds of age, race, ethnic or national origin, sex, pregnancy and maternity, marital or civil partnership status, sexual orientation, gender reassignment, disability, religion or beliefs.

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I agree that this job description conveys an accurate description of this job.

Print Employee Name:

Employee signature:

Date: