



Head of development
Job description

1. Reporting to

Founders

2. Direct reports

Development team members

3. Scope of role

- To lead and manage a team of full stack software developers, supporting them in building an industry leading, primary debt capital markets (DCM) platform.
- To develop a strategy for the team to meet the company's goals and objectives, and to improve the quality of the service it delivers internally and externally. To plan and monitor the successful implementation of this strategy.
- Responsible for the quality and technical approach taken by team members, ensuring it is in-line with the company strategy – and that projects are delivered on time and on budget.
- Creating and maintaining an outcome orientated and fun culture within the team, where individuals take ownership and are fastidious and proud of delivering excellence and quality.
- To represent BondAuction within the industry as an authority on DCM platforms, by contributing to internal and external websites, publications, forums, and events as required.

4. Main responsibilities

Team leadership, strategy & planning

- To lead and manage a team of full stack software developers. Line management responsibilities will include technical recruitment, appraisals, 121 meetings, identifying training needs, motivating and performance managing the team
- To drive the strategic direction of our products & services considering emerging and legacy technologies
- To devise a tactical plan which can be collaboratively carried out by the team – to implement improvements to our products, services, processes, and knowledge sharing within the team
- To plan for team growth considering the blend/level of skills required within team

- To assist in people decisions
- To identify, assess, onboard and performance manage strategic partners, who may under certain scenarios be utilised to augment internal capacity
- To review project progress and overview of the performance of all individuals in team
- To coach and performance manage where necessary
- To facilitate the smooth delivery of all updates and enhancements and support delivered by the team
- To make sure that all team members have the latest in-depth knowledge of all internal and external aspects at the heart of all decisions on projects or enhancements that they make
- To facilitate technology and methodology decision making throughout team, including standardisation of system architecture, reusable code base development, versions of software tools, best practice, source control and deployment processes
- To have a clear onboarding plan for inducting new members into the team and bring them up-to-speed as quickly as possible
- To make sure that all training and support that team members require is available whether internally or externally

Software development

- To keep up to date with the latest software development technologies and methodologies
- To drive consistent standards and approaches throughout the team
- To write clean and healthy structured, well documented code
- To build future-proof reusable core code libraries, which can be shared, in-order to drive further efficiencies throughout the team
- To ensure that automated tests are in place for all developed code and deployed environments
- To design and build database schemas with integrity and scalability with data access layers that are optimised for performance and security

Communication and problem solving

- To use your experience when reviewing and auditing code
- To assist in critical support issues where your experience is required to ascertain the issue quickly and to find the more appropriate resolution
- To take control over critical support instances and putting into place the correct escalation and process to manage and resolve issue as soon as possible
- To create a culture of promoting new ideas or opportunities within the team for our clients
- To encourage pro-active discussions with client support teams and ensuring there is a formal feedback loop
- To contribute regularly to discussions regarding internal process and system improvements to ensure maximum efficiency across the company. Including suggesting technical solutions to problems
- To instigate cross team ideas and initiatives – to bring products and services together
- To make sure the development team are offering technical input into how all BondAuction's services can be delivered and improved
- To strive to ensure that processes and appropriate levels of knowledge are shared between teams

Technical support

- To oversee and be accountable for all technical estimations, analysis, specifications to make sure they are complete and accurate
- To support with pre-sale activities, contributing to technical information requests and assisting in large pitches to potential clients where required
- To provide training and workshops for clients and/or staff as required

Company best practice

- To stay aware of latest data protection and security threats and to make sure we mitigate against these risks against known industry standards
- To make sure that team/company are aware of these issues
- To ensure your team develop a strong understanding of the products, competition, industry, and objectives of each client
- To efficiently manage your workload and accurately record your time in accordance with prevailing requirements. To make sure your team does so too
- To ensure your knowledge of the software development is kept up to date and relevant by networking/researching/reading blogs and news sources
- To speak/contribute to public industry events and forums as required
- To freely share knowledge, insight, best practice, and ideas
- To actively contribute to the BondAuction blog
- To adhere to the company Employee Handbook rules and procedures at all times

Innovation and research and development

- To proactively drive innovation with new ideas and options made available by new technologies
- To maintain and actively contribute to a list of innovation & research projects
- To assist by offering strategic and technical advice for anyone working on these projects
- Implementing and monitoring ongoing strategies to enable us to deliver quality and excellence through robust testing, education and policies that are balanced and appropriate to the scope of work being delivered. To foster a focus on excellence across the development team

5. Key skills and experience

- A senior level full stack software developer with strong and successful technical lead experience
- Experience of leading a team of developers
- Advanced level (knowledge and experience) of programming languages and methodologies
- Good working knowledge of financial services and finance services technology platforms
- Experience of managing, directing and motivating staff to deliver projects with stretching scope and objectives
- Highly numerate and literate, with the ability to produce top quality written specifications and strategy and implementation communication
- Proactive and highly organised, with strong time management and planning skills
- Able to meet tight deadlines and remain calm under pressure
- Experience at advising key stakeholders at senior and board level

6. Key behaviours

- Strong Leadership, professional attitude – and leading by example
- Sociable team player
- Bright, highly self-motivated and driven
- Passionate about technology and software development, with a general thirst for digital knowledge and a significant interest in new and emerging technologies
- Ability to multi-task and stay organised in a dynamic work environment
- Analytical and inquisitive, with excellent attention to detail
- Innovative and creative, with a concise, precise and effective approach to problem solving and the ability to develop, deliver and evaluate brilliant ideas founded on rock-solid strategic thinking
- Credible, confident, and articulate, with excellent communication and presentation skills and the gravitas to deliver ideas clearly and

concisely to internal and external stakeholders at all levels of seniority

- Reliable, flexible, and cooperative
- Diplomatic and tactful
- Personable and approachable, with an enthusiastic and motivational nature and an overall passion for excellence