Job Description

Role Title	Lead Software Developer
Team	Development Team
Reports to (role title)	Chief Creative Officer
Version	v0.2
Approving Manager	Chief Creative Officer
Date	04 March 2021

Role Purpose:

Lead on technical strategy and software development, to meet client needs and facilitate organisational growth. Manage and shape the growth of the development team for the company.

Monitor and maintain computer systems and software to ensure connectivity and operations are available as required.

Communicate technical information in a way which is understandable for non-technical individuals in your team, the wider organisation and external stakeholders such as clients, investors and strategic partners.

Accountabilities:

- **Lead on technical strategy for Data Duopoly, with a long term focus on company growth and development.**
- Create strategies and plans that define how technology will be used to achieve the company's overall business strategy.
- Champion agile strategies and operating models to deliver outstanding User Experience, customer requirements and company growth
- Build scalable architecture to provide a solid foundation for future technological and organisational growth

- **Lead on technical development to meet client needs and facilitate organisational growth.**
- Use test-driven software development techniques to produce code for the mobile application, in line with project requirements and to meet deadlines.
- Create and maintain quality standards for code development for the mobile

app, in line with client requirements
- Produce code for the web analytics dashboard, with up to date data presented in an easy to read way (usability) for both the administrative and customer views.
- **Agile project management**
- Understanding and scoping customer requirements to inform product design
- Leading multidisciplinary project teams from across Data Duopoly and client organisations to achieve client requirements.
- Determining the backlogs for agile project management of operations for the company, to meet internal and client deadlines

- **Manage the development team for Data Duopoly to meet client needs and facilitate organisational growth.**
- Recruitment and selection of candidates for vacant roles in your team in line with company procedures to ensure high quality intake of staff into Data Duopoly in the appropriate numbers
- Manage the performance and development of your team members in line with company procedures to achieve effective performance against their job description accountabilities.
- Manage attendance and wellbeing of your team in line with company procedures to maximise wellbeing and attendance levels.
- Monitor and manage conduct issues in your team in line with company procedures, to ensure a positive work culture and adherence to the Code of Conduct for Data Duopoly.
- Handle grievances and complaints from your team promptly and empathetically, to ensure satisfactory resolution of employee concerns.
- Creating Personal Development Plans and training/learning opportunities for your team to ensure that their skills meet the needs of their current role, and equip them to progress in their career with the company.

- **Manage and maintain computer systems and software to ensure connectivity and operations are available as required.**
- Monitor the performance of the company's Amazon Web Services, ensuring that these remain operational at all times
- To ensure that for existing clients, their application remains up to date for all software updates and patches
- Maintain accurate records of all technical and software updates for client applications, to ensure appropriate version control and achievement of quality standards.
- To ensure that test equipment (for example phones) is up to date and available for testing.
- Forward-looking approach to anticipate issues arising and taking action to avoid problems.

- **Communicate technical information in a way which is understandable for non-technical individuals in your team, the wider organisation and external stakeholders such as clients, investors and strategic partners.**
- Communicate technical information verbally and in writing to the directors and other colleagues, to ensure understanding of technical concepts for non-

> computer scientists.
> - Present technical updates to external stakeholders for and on behalf of Data Duopoly
> - Create and maintain trust-based relationships with new and existing clients that lead to revenue generation

Person Specification

Knowledge, skills and experience	Essential /desirable
Software Strategy development	Essential
Software development experience with Xamarin (Forms or native)	Essential
Software development experience with ASP.NET and Angular	Essential
Software development experience with OOP (C# preferred, however C++/Java or similar is acceptable)	Essential
Experience of using Amazon Web Services	Essential
Experience of developing technical strategy	Desirable
Experience of software development of iOS and Android mobile apps	Essential
Understanding of agile working practices	Desirable
Understanding of Test Driven Development	Desirable

Behaviours/values	Essential/ desirable
Calmness under pressure	Essential
<u>Team management skills:</u> Interpersonal skills Able to motivate others Organisation & delegation Forward planning & Strategic thinking Developing others (coaching/mentoring)	Essential
Good team worker/collaborative approach	Essential

Adaptability to change	Essential
Working under own initiative	Essential
Attention to detail	Essential
Good communication skills (verbal and written)	Essential

Other requirements	Essential/ desirable
Flexibility to work occasional overtime as required for client meetings and client deadlines	Essential
2 Satisfactory references	Essential
Right to work in the UK	Essential
Access to sufficiently fast internet and able to work effectively from home if/as required	Essential
Ability to work from Data Duopoly offices in Cornwall if/as required	Desirable
Able to travel to meet or conduct testing or other work at client sites as required	Essential