

JOB DESCRIPTION

Job Title:	Team Leader (Web Team)
Department:	Research & Development
Location:	Theale, Berkshire, UK
Reporting to:	Director, Product Delivery
Date:	May 2017

About Clearswift

Clearswift is trusted by organizations globally to protect their critical information, giving them the freedom to securely collaborate and drive business growth. Our unique technology supports a straightforward and 'adaptive' data loss prevention solution, avoiding the risk of business interruption and enabling organizations to have 100% visibility of their critical information 100% of the time.

As a global organisation headquartered in UK, Clearswift has offices in the United States, Europe, Australia and Japan, with an extensive partner network of more than 900 resellers across the globe.

More information is available at www.clearswift.com

Clearswift Values

Show *passion* in what we do, drive for *innovation* in everything we do and continuously *collaborate* to make a difference.

The Role

This is a hands-on team leading role where the successful candidate will split their time between line management of the team and making a significant everyday contribution to the technical activities within the team. You will have a successful track record of managing mixed discipline teams (developers & testers) of between 5 and 8 engineers and have current solid development experience having held Senior/Principal Engineer positions.

The successful candidate will be leading the Web Team which will work alongside the existing development teams to accelerate the roadmaps of our Secure Gateway products. These are widely regarded, award winning products which are relied upon by some of the most prominent defence and government organisations across the world.

The creation of this new team is a fantastic opportunity for the right candidate to build a dynamic team whose deliverables have a direct impact on the security of many nations and enterprises across the world. The ideal candidate would enjoy technical challenges, building mission critical systems and developing people.

Key Responsibilities

- Growing, developing and motivating the team to achieve its full potential
- Ensuring the team commits courageously to delivering consistently high quality reliable software solutions which meet customer and stakeholder commitments
- Making significant and visible technical contributions to the team's activities
- Being a catalyst for change and supporting team members pushing for improvements
- Managing the team members including their personal development
- Actively encouraging and supporting cross team collaboration
- Accurately tracking and reporting team progress
- Ensuring that team members are following Engineering best practices and procedures
- Managing the day-to-day welfare of team members
- Conducting performance reviews & setting objectives

Skills Profile

Knowledge

- Full understanding of the complete software development lifecycle, including the Scrum framework; knowledge and/or experience of working in Atern framework is a benefit
- Knowledge of one or more internet formats and protocols would be advantageous; including SMTP, MIME, HTTP and ICAP

Skills

Essential

- Proven experience of leading and motivating a team
- Track record of line managing a multi-discipline team of 5 to 8 engineers
 - Hiring, appraisals, personal development plans & reporting
 - Motivating, directing, coaching, supporting, delegating & mentoring
- Experience of successfully delivering complex commercial Java & C++ software solutions on Linux
- Ability to define priorities and ensure that they are followed
- Ability to monitor and report team progress
- Ability to coach other team members and constructively review their work
- Ability to lead effective constructive planning, prioritisation and review sessions
- Extensive experience of developing software within the Scrum framework
- Clear and concise verbal and written communication skills
- Demonstrable Object Oriented programming experience
- Experience of using the Eclipse development environment
- Experience of writing unit tests and test driven development

Desirable

- Knowledge and experience of database design and writing SQL
- Experience of User Interface design and JavaScript, HTML, CSS or AJAX development

Personal Characteristics

- Self-motivated with a “can-do” attitude, and a passion for developing high quality software
- Actively earns the respect of others by leading by example and taking ownership
- Inspires others and brings them together to achieve courageous and extraordinary accomplishments
- Identifies and develops talented engineers
- Creates a customer-centric, collaborative, innovative, passionate & fun team environment
- Thinks strategically, guiding others towards achieving long-term common goals
- Weighs up situations carefully, making appropriate decisions with stakeholder interests in mind
- Key influencer who works with others to enact change
- Proactive and enthusiastic quick learner with the ability to work as part of a team
- Committed individual focused on achieving the team’s goals
- Innovative individual who inspires and encourages creativity in others

Other

- A degree in Software Engineering, Computer Science, Mathematics, Engineering or equivalent relevant experience

Location

- The job is located at our Theale offices in Reading, Berkshire, UK