

Team Leader – Software - Job Description

Role Purpose:

Supervises and coordinates a technical group to provide expertise and input in order to contribute to the delivery of projects. Acts as technical lead in medium / large scale projects within variety of HealthTech fields such as IVD, Wearables, Sensor technologies, Connectivity and Drug delivery devices. Draws upon a broad range of technical know-how to provide carefully thought-through advice and expertise to a range of stakeholders. The Team Leader offers innovative solutions at technology team level for the area of discipline, contributing extensively to development and improvement activities, identifying training and development opportunities within the team to maximise performance.

Key Responsibilities:

- To manage with PRIDE; leading by example and role modelling the desired behaviours to exemplify our Company values and line manager principles, promoting an ethical, positive company culture. To empower our people to challenge the status quo to deliver incredible work.
- To maintain consistent and documented compliance with all relevant Safety, Health and Environmental (SHE), Good Manufacturing Practice (GMP), Data Integrity (DI), quality and best practice requirements.
- To supervise the Software team, ensuring delivery of departmental goals, through appropriate delegation and providing feedback and motivation to team members. This includes providing first line-management support, allocation of resource to ensure project delivery and short-term planning of deliverables.
- To undertake line manager activities to ensure the smooth running of the group. This will include:
 - Short term (daily / weekly / monthly) planning of activities and objectives
 - Assisting the area manager in setting team and individual objectives to meet technology team and company objectives
 - Supporting the area manager with performance management activities, and leading on these where appropriate
 - Providing training and coaching to team members to enable delivery of objectives
 - Act as a point of contact for team members' queries and escalations
 - Conduct regular meetings and one to one sessions with team members to ensure good communication across the team
- To work with and provide advice to the area manager(s) to ensure the relevant portfolio of project work is delivered on time and in accordance with SHE practices and policy.
- To identify new technical developments and trends, translate these into building blocks for opportunities within the technology team, initiating the creation of (new) technological innovations/applications.

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- To utilise own expert knowledge to assist in translating technology team strategy into practice through the delivery of plans to achieve technology team objectives.
- To build, maintain and exploit a network of relevant external stakeholders, customers, partners, research organisations and authorities, to represent the technology team and self as a credible expert, identifying opportunity for future projects and developments.
- To agree weekly workplans with team members, project manager(s) and other relevant stakeholders, and ensuring delivery to agreed schedule.
- To actively contribute to a culture of continuous capability development through coaching, mentoring and/or developing colleagues across the technology team and organisation, providing insights into areas of specialism.
- To keep self up to date with external developments in areas of specialism, and/or legislative and SHE related changes, ensuring application of new best practice and/or knowledge within the team.
- To work collaboratively with Business Development, Bid Proposal and technical colleagues to contribute to proposal / project development and direct customer engagement. Seek out and engage in business development opportunities where appropriate.
- To formulate and present possible solution directions and issue advice, building an internal reputation as a reliable and credible authority.
- To actively engage in hazard studies / SRA studies and discussions, as appropriate to role level.

Responsibilities specific to role

- To oversee the design, development, and maintenance of software applications and systems.
- To ensure code quality and adherence to coding standards through regular code reviews and mentoring
- To stay updated on emerging technologies and best practices in software engineering and implement them within the team

Direct reports: Up to 8 direct reports

Education / Qualifications:

Essential:	Desirable:
Educated to HNC or Foundation Degree level (or equivalent) in a Scientific/Engineering discipline plus significant industrial experience at a senior level Or Educated to Degree level (or equivalent) in a Scientific/Engineering discipline plus relevant industrial experience at a senior level	Supervisory or Management qualification or completed formalised management training / managerial development programme. Chartered status with a relevant professional institution

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<p>Or Educated to Master Degree level (or equivalent) plus significant industrial experience</p> <p>Or Educated to PhD level (or equivalent) in a Scientific/Engineering discipline plus relevant industrial experience</p>	
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Competencies and behaviours	
Leadership (Influencing)	Decision Making (Influencing)
<ul style="list-style-type: none"> Promotes commitment to our PRIDE values, strategy, vision, and direction. Motivates, inspires and build resilience in others by making the vision shareable by everyone, and ensuring that teams are purposefully empowered in order to work efficiently. Rewards and celebrates success with colleagues and teams. Future proofs work practices. Trusts others’ judgment and demonstrates radical thinking, including a willingness to try new things, even at the risk of failure. 	<ul style="list-style-type: none"> Confidently draws reliable conclusions from diverse and sometimes incomplete data. Proactively sources and refers to how others have tackled similar problems previously. Considers risks, and consequences, and takes accountability for, the impact the decision has on the business including costs/ benefits. Thinks ahead, ensuring that the potential of teams and projects are unlocked and making future focused decisions.
Communication (Influencing)	Developing self and others (Influencing)
<ul style="list-style-type: none"> Comfortably employs a wide range of communication styles and approaches to suit different situations and audiences (external and internal stakeholders) in diverse situations. Builds effective two-way communication channels within the business area and across departments whilst maintaining credibility and securing commitment. 	<ul style="list-style-type: none"> Assesses the skills and competence of others within the organisation and recommends development activities. Brings diverse people together for collaboration, ensuring that employees are open to new ideas and effective collaboration. Gives performance feedback in a timely manner on an informal basis regularly. Actively shares expertise and learning across the organisation. Takes personal accountability for success or failure of direct reports.

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Collaboration (Guiding)	Delivery (Influencing)
<ul style="list-style-type: none"> • Displays a collaborative style in day-to-day working whilst motivating others to achieve optimal performance and results. • Fosters an inclusive atmosphere throughout their teams where ideas and creativity can thrive, and people feel empowered to be their whole selves. • Develops relationships which facilitate the resolution of complex tasks and can apply different techniques to effectively mitigate any conflict. • Can negotiate skilfully in tough situations with all stakeholders. 	<ul style="list-style-type: none"> • Prepares and maintains schedules for activities and events for projects. • Delegates responsibilities for tasks and decisions to the appropriate staff; sets SMART objectives and monitors progress, fostering an atmosphere of purposeful empowerment in order to allow teams to function efficiently. • Researches capabilities and constraints, in advance of a project, which could affect its approach and outcomes. • Holds people accountable for achieving results.

Knowledge and Experience:

Essential:	Desirable:
<p>Will possess significant, technical expertise in software development, as well as a compelling evidence of complex technical problem solving.</p> <p>Will exhibit professional mastery of principles and practices in software development gained through career to date in area of expertise.</p> <p>Can demonstrate evidence of building knowledge sharing and network building practice across teams and organisations to achieve desired results.</p> <p>Actively demonstrates in-depth technical and theoretical knowledge in software development and can participate at high level in more than one area. Is viewed as an authority in at least one area by peers and managers.</p> <p>Is able to take responsibility for diverse or complex technical activities where it is necessary to use own initiative and judgement, implementing innovative</p>	<p>Is an active member of a professional body, engaging with peers beyond CPI.</p> <p>Will have experience of supervising a small group or team within an operational environment.</p> <p>Has experience in:</p> <ul style="list-style-type: none"> • The design and development of software medical devices or safety critical system • Maintaining design history files to ISO standards including ISO9001 and ISO13485 • Knowledge of the Systems Engineering V- Model Processes. • Hands-on system-level engineering experience, delivering software systems for complex devices. • Skilled in either systems thinking, systems engineering or systems integration in a commercial product development environment including

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solutions in complex situations.

but not limited to MedTech, Defence, Automotive, Aerospace.

- Experience in taking a set of requirements from concept to production.