



## RECRUITMENT VACANCY

SOFTWARE DEVELOPMENT TEAM LEAD

# SOFTWARE DEVELOPMENT TEAM LEAD

## KEY FACTS

LOCATION	Stevenage, Herts (UK)
CONTRACT	Full time, permanent
SALARY	£ Competitive
CONTACT	people@bulletproof.co.uk

## OVERVIEW

Owing to our rapidly expanding business in the high-growth world of cyber security, we're adding to our core software development team. This is a great opportunity for a Software Development Team Lead to be at the heart of an exciting and innovative team in a rapidly growing company, and to have real influence on its future direction and success.

## PRIMARY RESPONSIBILITIES

You will be joining a small focused team and will be developing customer facing and internal systems. You will be working with Ruby on Rails in a dynamic and agile environment with constant exposure to new technologies. You should have extensive experience working with Ruby on Rails and back-end integration techniques and can create clean, functional code that suits the needs of the business.

This is a software development role but with a focus on ensuring the development team is enabled to continually deliver value for the business, whilst adhering to the principles and practices they have committed to.

The goal of any agile team is to be self-organising with a collective responsibility for the work they do. The Team Lead should help the team achieve this and act as a bridge between the team and other stakeholders in the business.

- Ensure the team is constantly delivering working software to the standards the department expects.
- Identify and act upon opportunities for professional development or mentoring within the team.
- Ensure that the team is always working on the highest priority work and is aware of the priority.
- Responsible for any issues or problems within the team and to make sure they are dealt with appropriately or escalated where necessary.
- Remove impediments where possible and escalate to the appropriate person where not and ensure they are dealt with.

- Keeping up to date with industry trends and developments.
  - Act as an example to all the members of the team by being the person who most closely follows the standards and best practices.
  - Responsible for the team adhering to the standards and best practices they have committed to and furthering them.
  - To understand and be able to explain the benefits of any processes or methodologies (e.g. Scrum, git flow, etc.) implemented by the team.
  - Responsible for improving and developing the process/methodologies used by the team.
  - Being transparent with the team about challenges, failures, and successes.
  - Ensure no one person is solely responsible for any task or activity so the team can still work effectively in case of absences.
  - Ensure the team collaborates closely with the stakeholders requesting the work and understand their requirements.
  - Responsible for coordinating work that spans the dev team and external teams.
  - Ensure the progress of the work undertaken by the team is clearly visible and every member of the team is contributing to this.
  - Assist with developing technical tests, job specifications and technical interview processes for new hires.
  - Represent the team in reviews or meetings and provide updates on project progress where required.
  - Ensure the time spent by team members on work is accurately tracked for analysis and reporting where required (e.g. R&D tax credits).
  - Ensure all team members turn up promptly to team meetings including stand ups, retrospectives and planning.
  - Hold regular 1-2-1s with all team members.
  - Conducting performance reviews and appraisals.
  - Provide regular updates to the Head of Software Development.
- Ensure that all holiday and sickness are managed to ensure adequate cover, tracked and considered in planning.

## SKILLS REQUIRED

- Relevant Management certification may be required.
- Experience in a similar role would be advantageous.
- Excellent technical, diagnostic, and troubleshooting skills.
- Strong leadership and organisational abilities.
- Willingness to build professional relationships with staff and clients.
- Excellent communication, motivational, and interpersonal skills.

## REQUIRED QUALIFICATIONS / EXPERIENCE

- Minimum of 5 years' experience in a senior or similar role
- Bachelor's Degree or higher in a technical or a STEM field

## PERSONAL ATTRIBUTES

- Innovative
- Honour commitments
- Support your team
- Positive can-do attitude
- Analytical with exceptional problem-solving skills
- Able plan and manage time effectively
- Able to think laterally and creatively
- Strong relationship management, negotiation and influencing skills
- Accurate in approach with strong attention to detail
- Self-motivated and committed to driving your own development

## ABOUT US

### BULLETPROOF

#### YOUR BEST DEFENCE AGAINST CYBER THREATS

Bulletproof is the dedicated cybersecurity arm of the ServerChoice group, an organisation with over 10 years' experience in providing secure online services. The group owns and operates two data centres and has wholesale agreements with other data centre partners, owns and operates vast MPLS and dark fibre networks, and is a PCI DSS v3.2 Level 1 Service Provider. Whilst ServerChoice focusses on secure cloud platforms and colocation and connectivity, Bulletproof concentrates on information and cyber security services. Your attention will be focussed solely on the Bulletproof brand.

Here at Bulletproof, security's in our DNA. We believe that our cyber security services are the best way to stay ahead of the hackers, take control of your infrastructure and protect your business-critical data. Bulletproof's most popular services include penetration testing, managed SIEM (threat monitoring), and compliance consultancy, including GDPR.

### BULLETPROOF BENEFITS

- 25 days' annual holiday
- An additional day's annual holiday for your birthday
- Private medical Insurance
- Childcare voucher scheme
- Subsidised gym membership
- Company perks platform
- Frequent team events
- Relaxed working environment

### USEFUL LINKS

[www.bulletproof.co.uk](http://www.bulletproof.co.uk)

[www.serverchoice.com](http://www.serverchoice.com)





 01438 532 900

 [contact@bulletproof.co.uk](mailto:contact@bulletproof.co.uk)

 [www.bulletproof.co.uk](http://www.bulletproof.co.uk)