

Technical Leader

Reports to: Director of Development. (or CTO)

Main interaction with: Development Team, Scrum Masters, Tech Leads, Business Analyst, Account Manager.

RESPONSIBILITIES

Goal

- Guide team development efforts towards successful project delivery.

Technical

- Manage a team of software developers and front-end specialists.
- Guide team development efforts towards successful project delivery.
- Manage each project's scope and timeline.
- Work closely with the Scrum Master. Attend and participate in Scrum meetings.
- Be responsible for the coordination of development assets, identifying, and fixing complicated bugs and providing technical feedback.
- Analyze and resolve technical and application problems which the development team needs a higher level of assistance.
- Work with and lead the Development team to develop, refine, and tune integrations between applications.
- Create Go-Live plans.
- Estimate tickets.
- Maintain a constant, running list of low priority tasks that can be assigned to developers when there is nothing ready in the main backlog.
- Meet with clients or third-parties to discuss complex requirements or requirements that may require an extended length of development time.
- Prioritize urgent development issues and create an immediate plan of action.
- Review backlogged tasks that are ready to be worked on and assign to appropriate developers.
- Review onboarding scope of work and seek clarification of any outstanding issue before starting any development work.
- Ensure that your own stream of work is sustainable, delegating where appropriate, and asking peers and your manager for help.

Code Quality

- Maintain high standards of quality within the team by establishing good practices and habits.
- Work with team members to ensure all tickets contain proper technical descriptions and acceptance criteria.
- Check Adobe logs to detect issues.
- Check New Relic for site optimization opportunities.
- Conduct regular code reviews and participate in peer-reviews of solution designs and related code.
- Perform regular GitHub maintenance.

Coaching and Leadership

- Have ownership over the vacations and leaves of team members. Approve requests taking into account the needs of the team.
- Meet regularly with your team members, driving each of them to become the highest performing version of themselves, using a variety of techniques which may include performance feedback, career development, coaching, mentoring and Employee Improvement Plans.
- Give formal and informal feedback to your team members.
- Review and manage performance, remuneration and facilitate any remedial actions on an as needed basis.
- Raise resignation risks. Communicate it in a timely manner to HR to act proactively.
- Provide technical leadership to teammates through coaching and mentorship.
- Identify and encourage areas for growth and improvement within the team.
- Make sure your team is self sustainable and can self manage in your absence.
- Be a great judge of character to secure positive relationships between colleagues and help detect toxic personalities that could undermine the team's enthusiasm for work.

Collaboration with other areas of the business

- Build and maintain a positive and constructive relationship with the Account Manager to ensure the delivery pipeline is flowing at a predictable and sustainable pace, raising and addressing blockers as appropriate.
- Collaborate with other developers, Business Analysts and Account Managers to plan, design, develop, test, and maintain web- and desktop-based business applications built on Adobe technologies.
- Answer technical questions from Account Managers and other departments as well as offer insights into specific technical issues.
- Talk with all appropriate areas of the organization to understand the inputs, outputs, and feedback loops in your team's value stream.
- Support business partners and clients' IT teams.
- Work collaboratively with HR in the onboarding, training and recruitment processes.

Tools and Reporting

- Implement new tools for documentation , prepare reports, manuals and other documentation on the status, operation and maintenance of software.
- Assess opportunities for application and process improvement and prepare documentation of rationale to share with the Director of Development.
- Create and present weekly updates on development projects.
- Monitor the quantitative and qualitative achievements of the team and report results to the Director of Development.
- Assist in the collection and documentation of user's requirements, development of user stories, estimates and work plans.
- Translate functional requirements into technical specs.
- Work with team members to implement new tools for documentation

QUALIFICATIONS

- 5+ years' experience as a software developer
- Experience with web development technologies including PHP, MYSQL, JS, HTML, CSS, LINUX, (lamp stack), Docker (preferred), Restful, Restful Api, Composer and GitHub.
- Proficient in English.

- Experience with database development including relational database design, SQL and ORM technologies (preferred).
- Experience with user interface design and prototyping
- Experience with source control management systems and continuous integration/deployment environments.
- Experience with working with automated testing.(preferred)
- Experience with agile development frameworks including Kanban and Scrum.
- Experience with debugging, performance profiling and optimization.
- Comprehensive understanding of object-oriented and service-oriented application development techniques and theories.
- Internally motivated, able to work proficiently both independently and in a team environment.
- Strong written and verbal communication skills with both internal team members and external business stakeholders.
- Strong initiative to find ways to improve solutions, systems, and processes.
- Strong leadership and negotiation skills.
- Outstanding lateral thinking abilities
- Demonstrated ability to work with all levels of management and across multiple functional areas
- Demonstrated analytical, organizational, and project management skills
- Ability to lead projects with minimal supervision
- Strong research skills to figure out answers to questions you don't already know, sometimes on the fly.
- Attention to detail and ability to stay organized in a fast moving environment.
- Strong ability to multitask, set priorities and meet strict deadlines
- Ability to be personable and approachable both with clients and with coworkers.
- A passion for working with people to help them succeed/grow, while building strong and long-lasting relationships with them.

Preferred Competency Requirements

- Experience integrating with ERPS
- Ecommerce Experience
- Magento Experience