Exchange Solutions

Role Profile

Title:	**Director, Software Development**
Function:	Technology
Reports To:	Senior Vice President, Technology
Location:	Toronto
Type:	Full Time

Role Overview

The Director, Software Development will have the primary focus in building and leading a high performing software development team. You will bring a clear passion for technology and delivery. This position will let your proven management skills shine through. Providing vision and leadership, the Director, Software Development will be responsible for the people management from talent acquisition and talent management to career development. In addition, the incumbent will be a key participant in the technology leadership team and will also contribute to our architectural direction to build a re-useable, scalable product platform that will further the technology roadmap and influence the business strategy.

Primary Responsibilities

- This position will oversee a development team of approximately 20 software development professionals with direct responsibility for Managers and Team/Technical Leads.
- In conjunction with the SVP, Technology and CTO, this individual will contribute to the resource planning and headcount requirements for the Development team.
- Responsible for developing and fostering culture change and transformations through:
  - Build a strong sense of ownership and accountability for the teams and individual contributors which will be reflected by making and meeting commitments in both implementation and operations.
  - Create a culture that supports our core values and drives high quality execution, technical and operational excellence.
  - Open, honest, transparent two-way communication environment.
  - Foster a learning culture wherein experimenting and failing are acceptable, with the acceptable outcome of learning from these methods.

- Never being satisfied with the status quo. Learn, adapt and extend.
- Encourage collaboration and support, while promoting recognition and celebration.

- Ensure Agile methodology is promoted and executed consistently cross-functionally across the technology teams, with a primary focus on development team processes.
- In conjunction with Human Resources, participate in the attraction of top talent through various recruitment practices, including participation in industry events.
- Ensure new hires are successfully integrated through structured on-boarding processes during the 3-month probationary period.
- Support the Performance Management process through leading by example in providing real-time continuous feedback and ensure all employees have annual SMART goals established and followed through on.
- Retain an engaged staff through providing coaching, mentoring, training and career development opportunities.
- Introduce new internal training opportunities and/or revive existing programs such as Developers Learning at Lunch and Inno-vacation.
- Identify skill gaps through training needs analysis.
- In conjunction with Human Resources, you will be responsible for employee relation issues and performance improvement initiatives.
- Research into industry directions(s) of importance to Exchange Solutions. Optional ability to do limited research with industry partners as approved / warranted to create Exchange Solutions value.
- Establishment and management of industry technical relationships including vendors, academics, sources of staff, etc.

Capability Requirements – education, skills & experience

- Masters or Bachelor's degree in Computer Science, Engineering, a related field or equivalent work experience.
- 8+ years' experience in software development building scalable commercial-grade consumer focused web platforms, APIs and applications.
- 8+ years' people management experience with teams of 10 or more.
- A successfully proven track record of building and leading high performing software development teams.
- Strategic, self-motivated, results-oriented with a proven record of task completion with high quality results.
- Superior communication skills, both written and verbal.
- Excellent problem solving and decision making skills.
- Experience working in an agile development environment, i.e., Scrum or XP while delivering profitable large scale, fixed price contracts.
- Deep understanding of the software development life cycle.
- Strong Java development background with a deep understanding of Object Oriented techniques and Design Patterns.
- Experience with a variety of programming languages an asset.
- Proficiency in web technologies: HTML, XML, JSON, CSS, XSLT, JavaScript, JQuery.
- Experience with RDBMS. Oracle or Postgres preferred.
- Knowledge of continuous integration (CI) and test-driven development (TDD).
- Experience with containers and container orchestration tools (Docker, Kubernetes)
- Experience with a variety of development tools (Jenkins, Stash, Git, Artifactory)
- Experience with the Atlassian suite of tools.