JOB DESCRIPTION

Job Title	Team Leader, Analytics & Reporting
Department	R&D
Location	Theale, Berkshire, UK
Reporting to	Director, Product Delivery

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 organization, 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

Reporting is an important element of Clearswift products that provides visibility of email and web traffic, as well as endpoint events. For day-to-day operation of our products, this provides valuable insight into the level of policy compliance and violations within an organisation. The Analytics and Reporting Team will increase the usability, flexibility and depth of reports offered, and improve the scalability of the reporting feature in the Clearswift products.

Analytics and Reporting will identity a suitable reporting package that can be integrated into the products, offering aesthetically pleasing visualisations based on pre-defined reports and allowing generation of custom reports that supplement the pre-defined ones. The team will both rebuild and extend the existing set of reports to add genuine business value for customers in terms of monitoring compliance with industry regulations and local acceptable usage policies, by combining the data collected from all Clearswift products and extending the data that is collected if required.

The A&R team will improve the scalability of the current reporting solution, increasing the data retention period and minimising the impact on email and web traffic throughput, by redesigning the current solution to meets the needs of both small customers that require a one-box solution and enterprise customers that would prefer to dedicate a separate server specifically for reporting purposes.

Key Responsibilities

- Perform technical duties and deliveries alongside the team (~75%)
  - The team leader is also a contributor and shares in the tasks required to achieve team goals
- Managing, coaching and developing a team of engineers (~25%)
  - Line management of a team of engineers, responsible for their development and well-being.
- Working with the team to improve processes and adopting best practices
  - Involve the whole team in reviewing successes and identifying issues to innovate process solutions and align with departmental best practices
- Guiding and motivating a team
  - Empowering and motivating the team to step up to challenges
- Actively encourage and support cross team collaboration
  - In parallel with making team goals visible, develop the team to work together to achieve common goals as well as being proactive in providing excellent "customer service" across functional teams
- Performing appraisals and identifying skills development objectives
  - Performance appraisals and coaching to recognise weaknesses, coupled to effective development goals and activities
- Recruiting new team members
  - Accurately determine required skillsets to complement the team, define job descriptions and follow through all recruitment activities
- Approving holiday/working-from-home requests
  - Continuous awareness of day to day team dynamics, work locations and absences that may impact team performance

Skills Profile

- People coaching and development skills
- Collaboration and influencing skills
- Clear and concise communication skills (verbal and written)
- Presentation and mentoring skills
- Ability to drive improvements in an evolving technical environment
- Expertise in software development techniques (TDD, BDD, CI etc.)
- Understands Agile principles, Scrum framework and the SDLC

Personal Characteristics

- Creates a customer-centric, creative and enjoyable team environment
- Actively earns the trust and respect of others, leading by example and taking ownership
- Proactive and enthusiastic quick learner with the ability to work as part of a team
- Develops high quality reliable software applications
- Innovative individual who inspires and encourages creativity in others
- Ensures that team members are following R&D best practices and procedures
- Assists in optimising the delivery effectiveness of the team
- Forms excellent collaborative relationships

Role Specific Skills

Essential
- Strong Java developer
- Proven experience of leading and motivating a successful team
    o Hiring, coaching, appraising and developing
    o Motivating, mentoring, delegating and reporting
- Proactive management of stakeholders, priorities and dependencies
- Successful deliveries of complex enterprise solutions based on Linux/Java
- Demonstrable Object Oriented programming experience
- Experience of writing unit tests and test driven development
- Experience of agile methodologies e.g. Scrum
- Clear and concise communication skills (verbal and written)
- Ability to lead effective project planning and prioritisation sessions
- Ability to inspire and motivate others
- Ability to adapt to a changing technical environment

Desirable
- Software architect with experience designing enterprise applications
- User Interface design and development
- Database design (RDBMS, SQL)
- Distributed systems using a JMS Compliant Message Broker such as ActiveMQ, RabbitMQ etc
- Java Database Access Layer (JdbcTemplate & Hibernate)
- Spring framework
- Red Hat Enterprise Linux or CentOS
- Experience of using the Eclipse development environment
- C# and C++
- Experience of successful Patent creation, application and submission

Education and Qualifications

- Degree or equivalent
- 5+ years experience in delivering commercial software

Other

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