

JOB DESCRIPTION

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

About Clearswift

Clearswift is trusted by organisations 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 organisations to have 100% visibility of their critical information 100% of the time.

As a global organisation, 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

The IG team is responsible for the ongoing development of Clearswift's Information Governance (IG) and Critical Information Protection (CIP) products. We are looking to recruit enthusiastic and innovative engineers to continue delivering these high quality solutions. Development utilises a range of technologies including Java, C#, Spring, ActiveMQ, Linux, Windows, GWT and SQL.

As a member of the team you will be contributing to the continued development of our newest data security products that control how customers' sensitive data is distributed across their internal infrastructure and the wider external sites. This service is essential to a wide range of organisations as leakage of sensitive data could cause loss of business and reputation or result in significant fines.

As a successful applicant you will be working on enhancing our products to satisfy the demanding requirements of our customers. You will be responsible for technical leadership within the team, innovation, continuous improvement and collaboration across all teams.

You will be working within a multi-disciplined Scrum team and expected to take an active role in capturing requirements, producing designs, testing and coding. You will work closely alongside the team

to achieve team goals and will assist others to ensure sprints are completed successfully.

Key Responsibilities

- Managing, coaching and developing a team of engineers
 - 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
- Providing technical leadership whilst guiding and motivating a team
 - In depth technical experience is required to assist in balancing effort across the skills base in the team, whilst empowering and motivating the team to step up the 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
- Perform technical duties alongside the team
 - The team leader is also a contributor and shares in the tasks required to achieve team goals
- 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 management, coaching and development skills
- Collaboration and influence skills
- Clear and concise communication skills (verbal and written)
- Presentation and mentoring skills
- Ability to drive improvement 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

- Proven experience of leading and motivating a successful team
 - Hiring, coaching, appraising and developing
 - Motivating, mentoring, delegating and reporting
- Diligent management of stakeholders, priorities and dependancies
- 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 report and monitor own progress and that of other team members
- Ability to lead effective project planning and prioritisation sessions
- Ability to inspire and motivate others
- Ability to adapt to a changing technical environment

Desirable

- 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
- Ubuntu
- Database design and writing SQL
- Experience of using the Eclipse development environment
- User Interface design and GWT development
- 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.