

Development Manager

Location: Maitland House – Southend – On-Sea

Overview:

The Hood Group currently looking to recruit a Development Manager, to head up a multi-discipline, full stack development team. This role will require a significant amount of experience in platform and website development within various cloud and on-premise environments. Experience in diverse development technologies will be a huge advantage in order to shape the overall architecture and to lead on platform best practices.

This is a key senior position within the IT function as such the successful applicant will be responsible for ensuring that the platforms, processes and development carried out by the team are of the highest standard, with a keen focus on secure cloud native application architecture.

The successful candidate will be a guiding force in determining the development strategy choices made by Hood Group, as such strong communication skills and an interest in new and emerging development technologies is an absolute must.

Key Responsibilities:

- You will lead and coordinate teams of designers and developers in order to deliver project solutions on time and to expectations. You'll be involved throughout all stages of the system development lifecycle: analysis, planning, design, development, testing, deployment, maintenance, evaluation, disposal/continual improvement
- Define, document and enforce standards and methodologies in order to drive consistency throughout the team. You'll ensure we build future-proof reusable core code libraries to help drive down development timescales and complexities. You'll ensure all software development complies with the overall technology design and architecture strategy as defined by the Senior IT team
- You will have a full understanding of deployment tools and strategies to ensure the developments introduced into the business are done so with the minimum disruption and benefit from clear release planning and documentation
- Through best practice development you will be charged with ensuring the integrity and security of data in accordance with business needs and industry best practices regarding privacy, security, and regulatory compliance
- You and your team will be responsible for the day to day management and maintenance of the development architecture
- Recommend underlying infrastructure upgrades and reconfigurations, through analysis and reporting on application performance
- You will be responsible for the management of the development team, providing SMART objectives, guidance and direction. You will carry out general management duties including 121's, quarterly and end of year reviews, holiday management and staff reviews. You will create and maintain a professional culture within the team, where individuals take ownership and are fastidious and proud of delivering excellence
- Any other adhoc duties as required

Skills and Experience

Required:

- A proactive 'can do' attitude with the ability to thrive under pressure
- The ability to work with teams across the business and drive a collaborative development culture
- Experience of working with a range of different project methodologies including (but not limiting to) waterfall and agile
- Excellent organisational and planning skills including the use of Kanban
- Strong communication skills
- Extensive commercial experience in a software development position ideally you will have 2 years + experience as a lead developer or Development Manager
- Indepth knowledge of Agile/Scrum methodologies
- Strong ASP.NET skills with a working knowledge of (MVC, Web API), JS, JQuery, AngularJS, HTML5, CSS3, WCF, EF, UNITY and C#
- Relational and non-relational database technologies (ideally SQL Server)
- Ability to evaluate and recommend improvements for software effectiveness
- Highly numerate and literate, with the ability to produce top quality written specifications and documentation
- Working to strict quality standards (both coding and in general work)
- Used to reviewing business requirements (functional/non-functional) and technical specifications
- Confidence and ability to work in changing environments with strong time management
- Ability to understand the importance of confidentiality in handling customer personal data
- Ability to confidently discuss and demonstrate technologies

Beneficial:

- **Web:** Knockout, Bootstrap
- **Tools:** Visual studio, Resharper, NCrunch, NCover, JIRA, StyleCop, Umbraco
- **Data Frameworks:** ADO.NET, Dapper, MSSQL/TSQL
- **Http Services:** WebAPI, WCF, Web Services, HttpHandlers
- **Testing Frameworks:** NUnit, XUnit, Moq, NSubstitute, SpecFlow, FluentAssertions
- **Source Control:** SVN, GitHub, Mercurial, TFS
- **CI:** (Cruise Control, TeamCity)
- **IoC:** Ninject, SimpleInjector, StructureMap
- **Client/Frontend:** JavaScript, JQuery, Razor, HTML
- **Other:** AppFabric, Azure (Service Bus/Blob Storage/Table Storage), MSMQ, EntLib, Workflow Foundation, XPath, MongoDB

Qualifications

- Minimum of 5 GCSEs at grade C or above or equivalent to include Mathematics and English

Competencies:

- Communication
- People & Personal Development
- Team Work
- Customer Focus/Results/Excellence

About Us

The Hood Group is a privately owned business providing insurance solutions for over 30 years to some of the most well respected brands, insurance partners and financial intermediaries. Established in 1983, we came from modest beginnings in the City of London with a small team of passionate people who wanted to help change insurance for the better. We offer our partners an end-to-end service; from product and quote platform design through to sales and retentions. The Hood Group is now one of the largest employers in South East Essex with around 180 staff, award winning services and cutting edge technology.

We invest in the careers of all our staff, through training, qualifications and by providing a pro-active learning environment. We understand the importance of staff well being and maintaining a good work/life balance and also provide opportunities such as flexible working and career breaks. There is a Group funded Sports and Social committee and we provide free local gym membership, seated acupressure massages, and fitness classes in our onsite Wellbeing studio. On completion of probation we also provide an excellent benefits package that includes life assurance, pension scheme, medical cover, permanent health insurance and much more.