

## Engineering Manager - Digital Publishing

You'll help build high performing teams, attracting and hiring engineers from a diverse range of backgrounds, supporting their personal and professional development, and helping them keep their skills relevant, up to date, transferrable and in line with industry standards and expectations.

As a member of the senior management team, you'll collaborate with our service owner, product owners, delivery managers, technical lead and others, ensuring we have a clear vision for the future of digital publishing, a roadmap to work towards it, and the capability to successfully deliver it.

You'll have a background in software development, with experience of line management, coaching and mentoring of engineers at all levels, and will thrive helping people become high performing members of their team.

As a member of the Digital Publishing team, you'll share responsibility for:

- The ONS website – <https://www.ons.gov.uk>
- Our API - <https://api.ons.gov.uk>
- Our developer site – <https://developer.ons.gov.uk>
- Our performance dashboard – <https://performance.ons.gov.uk>
- Florence (our CMS) – <https://github.com/ONSdigital/florence>

## Main responsibilities

- Help software engineers become high performing members of their team, supporting their personal and professional development through regular 121s, feedback, mentoring and coaching
- Identify and respond to warning signs that engineers are suffering from burn out, working with engineering teams and other managers to minimise the likelihood of it occurring, and addressing it quickly and effectively if it does
- Work with software engineers across multiple product teams to identify best practice or areas for improvement, and work with the technical lead and software engineers to

implement standards, improve workflows and tooling

- Work with the technical lead and service manager, ensuring we have the skills and capability we need to deliver our digital services
- Engage with the wider industry, including underrepresented and disadvantaged groups, to help build our reputation as a forward-thinking digital organisation, share the work we're doing, and attract diverse talent
- Take the lead on engineering recruitment, working with software engineers and our recruitment team to continually improve the candidate experience, streamline the hiring process, iterating on our job adverts, interview format and onboarding process
- Work with other teams and communities across the organisation to identify and share best practice, helping make ONS a great place for engineers to work

### **Things you might be working on in a typical day**

- Holding 121s with your software engineers, helping them identify and understand their career goals, and finding training and development opportunities which help them reach those goals
- Iterating on our hiring process, interview format and onboarding process, improving the candidate experience, and giving candidates the best possible opportunities to demonstrate their potential
- Working with our technical lead and software engineers to find bottlenecks and inefficiencies in our development workflow or tooling, identifying potential improvements, and coordinating with our service owner, product owners, delivery managers and others to introduce changes

### **What we'll do for you**

- Ensure you have the time and resources you need to keep your technical skills up to date, and have everything you need to support your software engineers in the best way possible
- Support your personal and professional development, making sure you have access to training, conferences, accreditation and qualifications

### **Skills and experience**

These are the skills and experiences that might be suitable for this role. An interest in solving the problems we face is much more important than having experience in everything listed.

- significant experience in a technical role (ideally engineering), with a detailed understanding of frontend, backend and infrastructure/platform engineering
- experience of coaching and mentoring software engineers on technical aspects of their role, including pair programming and code reviews
- strong written and verbal communication skills, with an ability to communicate technical concepts to a non-technical audience
- experience of recruitment, including hiring and onboarding new engineers at all levels, and supporting them with their professional development
- an understanding of current industry trends and new technologies which are likely to influence the way we deliver digital products in future

### **Why you should apply**

- You're empathetic and understanding of the needs of others, and enjoy helping others succeed, both personally and professionally
- You're enthusiastic about technology and have a flair for leadership and people management
- You want to improve the lives of millions through the effective and timely publication of official statistics which inform public debate
- You want to modernise the publication of statistical data in the UK, and be part of publishing the results of Census 2021
- You share an interest in making complex statistical datasets easily available and consumable by the widest possible audience including citizens, government, ministers, researchers, financial institutions, media and fact-checkers