**Job Title:**  **Software Engineering Manager**

**Department: Engineering**

**Reports To: Director of Engineering**

**Direct Reports: Yes (6)**

**Location: Oklahoma City, OK**

**FLSA Status: Exempt, Professional**

**Summary of Position:**

The Software Engineering Manager is responsible for the technical development of software for new product development (NPD) projects while managing a team of globally distributed software engineers. Projects include the development, testing, and documentation of application/factory test software in an embedded Linux environment including configuring and building the Linux environment itself. The position is required to lead cross functional teams (including electrical engineers) to define and execute development product specifications. The position requires excellent collaboration and communication skills. The ideal candidate will be able to make strategic architectural and technical decisions that affect our products long-term, manage budgets effectively, and will oversee the implementation from beginning to end of the software systems as well as managing the electronics hardware team to develop both software and hardware in tandem.

**Essential Duties and Responsibilities:**

* Lead and direct all aspects of software development: from estimating to scheduling, to implementation, testing, and releasing.
* Become a subject matter expert on our embedded Linux software applications and define processes, roadmaps, standards for new development.
* Build a great team by recruiting high quality software engineers to join your team and mentor them to become A-level players through technical guidance, conflict resolution, goal setting, and reviews.
* Responsible for all aspects of managing software and electrical hardware team: Annual reviews, goal management, PTO requests, etc.
* Consult and work with other internal stakeholders to understand how to better deliver compelling software products for our customers.
* Provides quick response to escalated issues, conduct analysis, determine corrective actions
* Responsible for delivering development projects, on time, at cost and with quality
* Ensure quality by implementing test plans and enforce code quality.
* Define and continually improve the software development practices in order to reduce design cycle time and improve product quality within the NPD process

**Qualifications:**

* Bachelor’s Degree in Computer Science (or comparable), Mathematics with computer emphasis, or Electrical Engineering
* Experience shipping software for embedded platforms.
* Experience managing geographically distributed software development teams.
* 10 years of software development experience preferably in embedded Linux and appropriate languages (C, C++, Rust, C#)
* Proficiency reading and debugging electrical designs
* Experience preferably in Instrumentation/Metrology/Process control industry
* Ability to welcome questions and suggestions that challenge our current way of thinking and implement new technologies that promote real business value.