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Team lead - integration services

 Hybride  Near Brussels Midi Station, Brussels, Belgique  Infrastructure & Operations Services[Détails de l'offre d'emploi](#)[Postuler](#)

Description de l'offre d'emploi

The Team Lead – Integration Services is responsible for overseeing the strategy, delivery, and operational excellence of the organization's integration ecosystem, including Enterprise Service Bus (ESB), APIM and API Gateway, Managed File Transfer (MFT), event-driven integration, job scheduler platform and related shared middleware platforms.

The role includes **leading an internal team** while **supervising and coordinating an external partner/vendor** responsible for day-to-day technical operations. The Team Lead ensures that integration services are reliable, secure, scalable, and aligned with enterprise architecture and business goals.

Key Responsibilities

Leadership & Team Management

- Lead, mentor, and develop an internal team of integration specialists/analysts.
- Set priorities, plan work, allocate resources, and ensure timely delivery of integration solutions.
- Promote a culture of continuous improvement, knowledge sharing, and operational excellence.

Vendor & Partner Management

- Act as primary point of contact for the external partner responsible for daily integration service operations.
- Oversee partner performance, ensuring compliance with SLAs, KPIs, and security policies.
- Coordinate planning, workload distribution, escalation management, and quality assurance.
- Drive accountability and maintain effective collaboration between internal and external teams.

Integration Platform Ownership

- Govern and evolve the shared platform
- Ensure platform stability, availability, scalability, and adherence to architectural standards.
- Oversee version upgrades, lifecycle management, monitoring, and capacity planning.
- Manage integration design patterns, guidelines, and best practices.

Project Delivery & Solution Design

- Work with business stakeholders, solution architects, and project managers to design integration solutions that meet business needs.
- Validate solution designs produced by partners and ensure alignment with enterprise architecture principles.
- Coordinate delivery activities across internal and external teams.

Governance, Compliance & Security

- Ensure all integrations comply with security, data protection, and regulatory requirements.
- Oversee incident, problem, and change management processes within the integration domain.
- Contribute to IT risk management and audit activities.

Strategic Planning & Continuous Improvement

- Define the integration roadmap and contribute to enterprise digital and cloud transformation initiatives.
- Identify opportunities for automation, modernization, and process optimization.
- Evaluate new integration technologies, patterns, and tools
- Support the shift towards cloud-native, microservices, and API-first integration strategies.

Pré-requis du poste

- Bachelor's or Master's degree in Computer Science, Information Systems, Engineering, or equivalent experience
- 5+ years in integration architecture, middleware, or API development roles
- 2+ years in a leadership or team lead position
- Experience working in public sector is a plus
- Strong knowledge of enterprise integration patterns and architectures
- Hands-on experience with ESB platforms
- Experience with API management platforms
- Experience in Managed File Transfer solutions
- Understanding of messaging systems, event streaming (Kafka, MQ), microservices, and cloud integration
- Solid understanding of networking, security, authentication (OAuth2, JWT, SSO), and data formats (XML, JSON, CSV)
- Experience leading technical teams and managing external vendors/partners

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- Strong stakeholder communication and conflict-resolution skills
- Proven ability to prioritize work in a complex, multi-team environment
- Proficient in English & proficient in Dutch or French (passive knowledge of the second language)

Our offer

Within our open corporate culture, you contribute to the digital transformation of SNCB. You will have a job with social impact and ample opportunity to make your own contribution. In addition to a good work-life balance and a competitive salary, you will receive the following benefits:

- the possibility to work remotely + flexible working hours;
- 35 days of leave;
- a company car + a public transport season ticket;
- a target bonus;
- a comprehensive insurance package (affiliation without own contribution, excl. outpatient costs for family members);
 - hospitalisation and dental care for the whole family;
 - outpatient costs (= medical costs separate from hospitalisation);
 - group insurance: supplementary pension, work disability and death (cafeteria plan);
 - accidents at work (extralegal);
- meal vouchers and eco-vouchers;
- net allowances for remote working and carwash + internet budget.