Job Title	*Team Lead Developer*
Reports to	*Head of Development*

Job Purpose

The Team Lead Developer, who serves as an integral member of a close-knit Agile Scrum team, is responsible for overseeing and managing a team of Developers in partnership with the Technical Leads to ensure that both their own and their team deliver coding in alignment with Payspace's Technical standards and Industry best practices in addition ensuring innovative design and unit testing of the various elements that make up the PaySpace application also ensures all software related issues are resolved within agreed time frames and makes recommendation on modifications and enhancements in an effort to drive innovation.

Duties and Responsibilities

Customer Excellence
- Builds and maintains strong relationships with customer base.
- Lives the company's values and service standards with regards to customer interaction.
- Adheres to business processes and systems to meet the company's quality requirements
- Takes personal accountability for service excellence.
- Adheres to the companies work standards.

Information Security
- Understand their role within the organisation from an information security perspective and commits to protecting the organisation's security information assets.

Finance
- Ensures Cost savings and efficiencies in area of accountability.

Self-development
- Update job knowledge by participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organizations.
- Prepare personal development plans in conjunction with Manager and implement in line with business requirements.

People Management
- Ensure that employees prepare personal development plans, review and implement these plans in line with
  business requirements.
- Drives the performance process on an annual basis.
- Implements talent management practices in line with HR policies and procedures.
- Provides direction, coaching and regular feedback to employees to improve performance.
- Implements performance improvement initiates.
- Ensures effective conflict resolution and responds to any complaints and concerns timeously
- Ensures teamwork to achieve shared goals.

Develop and Maintain Web application

- Use Azure Devops to manage tasks and application code
- Design extensible, secure, scalable, and maintainable enterprise level applications

- Write well designed, testable, efficient and secure code by using best software development practices
- Create website layout/user interface and reports by following the standards in terms of layout and design of the PaySpace application
- Collaborate with other software developers, business analysts and software architects to plan, design, develop, test, and maintain web-applications built on Microsoft technologies.
- Participate in brainstorming sessions with development team to ensure understanding and clarity of requirements based on functional and technical needs
- Ensure the collection and documentation of user's requirements, development of user stories, estimates and work plans.
- Prepare reports, manuals and other documentation on the status, operation and maintenance of software.
- Develop, refine, and tune integrations between applications.
- Provide support to business users as and when required.

Review Web application in line with best practice

- Unit test applications in accordance with established standards using real sample data sets before checking in the code
- Participate in peer code reviews.

Adhere to Development Best Practice

- Stay abreast of emerging technologies/industry trends and apply them into operations and activities
- Analyse and resolve technical and application problems.
- Assess opportunities for application and process improvement and prepare documentation of
- rationale to share with Development team lead.
- Ensure adherence to high-quality/ best practice development principles while delivering solutions on-time and on budget.
- Research and evaluate a variety of software products and make recommendations to Development team lead for implementation/alignment to best practice.

Requirements

Preferred Qualifications
- Bachelor of Science in Information Technology or relevant Diploma

Experience
- 5 – 7 years' experience in a similar role
- Agile development methodologies including Kanban and Scrum
- Min 3 years' experience in the management of a Team of Developers

Technology

- HTML
- CSS
- C#
- Vue
- Blazor (advantageous)
- VB.NET
- ASP.NET MVC
- Microsoft SQL
- LINQ
- EF
- AJAX
- TypeScript and JavaScript
- Web API
- Azure Devops or something similar