Technical Manager
Retail & Wealth ES

What is the purpose of this role?
Lead a high performing team of engineers, responsible for resourcing, delivery and technical quality.
Drive key strategic initiatives, providing technical thought leadership and vision across the engineering community.

What are the key responsibilities of this role?
- People management and practice leadership across multiple teams in different regions
- Recruitment, induction and retention of high quality software engineers
- Work closely with delivery leadership to ensure that appropriately team members are assigned and the skills mix meets current and predicted needs
- Mentor and support career development for engineers
- Contributes to technology and practice strategy and manages implementation across teams
- Technical ownership of key assets, including roadmaps and technical direction
- Ensures that technical delivery processes are tuned for quality and efficiency
- Provide advice to portfolio executives and delivery teams on how to best organise technical delivery
- Collaborate with various architecture, infrastructure and service management leaders
- Drive cultural and process changes supporting modern delivery practices
- Sets and drives the agenda for key strategic initiatives
- Active contribution to internal online discussion around software engineering, delivery and technology.
  e.g. blog posts, knowledge base articles etc.
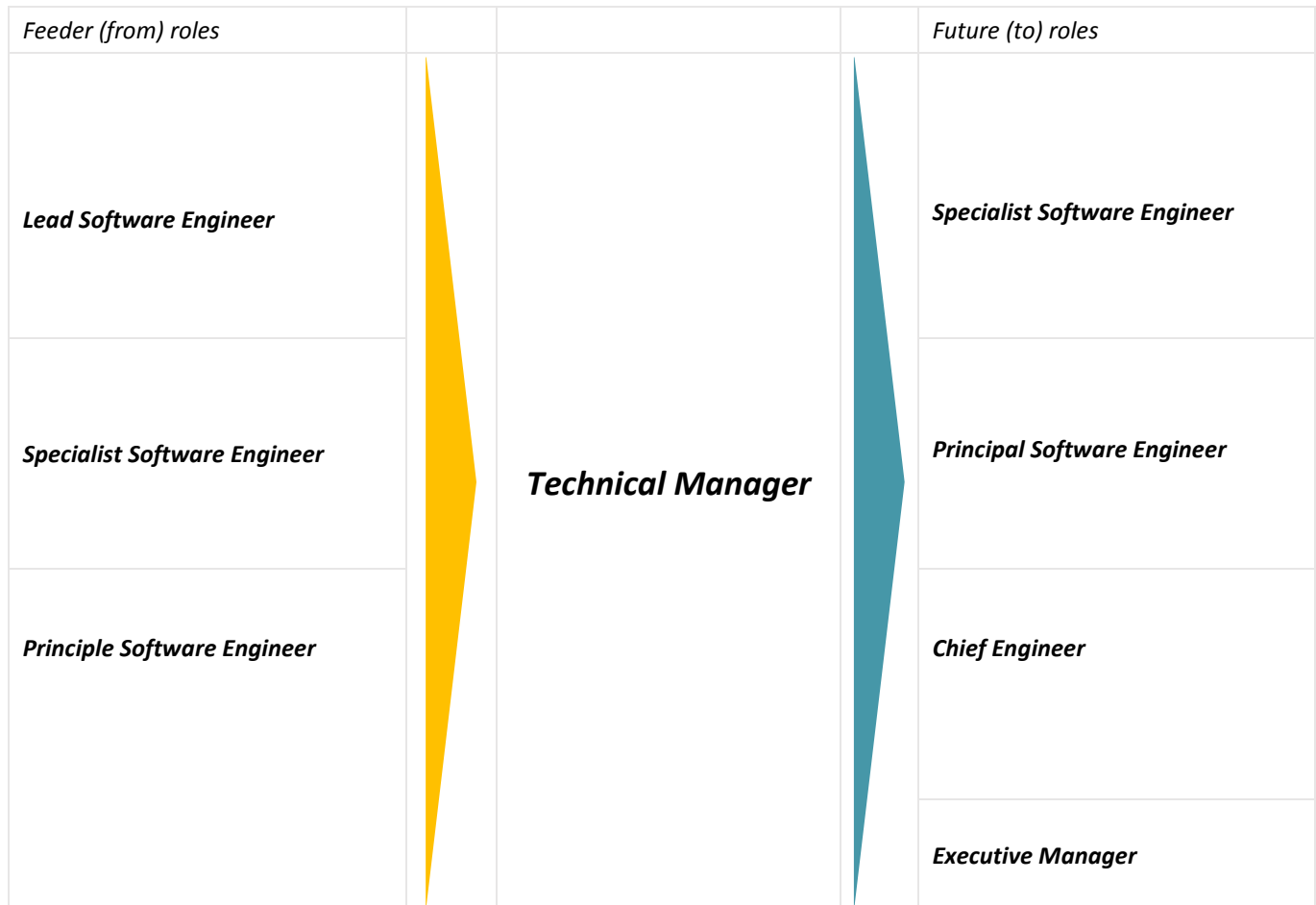
What does 'AMAZING' look like?
- Leader and champion of strategic practice development within a platform
- Maintains core capabilities and domain knowledge at a high level
- A natural leader who fosters a culture of technical excellence, innovation, and the highest standards of execution
- Known as a leader in the technical community, running meetups, presenting etc.
- Track record of leading large, highly effective engineering teams using modern development practices

What skills and capabilities do people need to be successful in this role?
- Broad technical industry knowledge in areas such as security, cloud, databases & hosting platforms
- Strong interpersonal skills, with the ability to build and nurture relationships within own team and across the organisation
- Strong understanding of the broader business and technical context and long-term impacts of technology, actively identifies and address operational concerns, long term sustainability, etc.
- Maintain competency in relevant technology and practices
- Effectively manages senior stakeholders such as GMs and EMs
- Persuasively represent practise and quality concerns in a delivery focussed environment

What is a typical career path to this role? Which roles do people move to next?

Feeder (from) roles				Future (to) roles
Lead Software Engineer				*Specialist Software Engineer*
Specialist Software Engineer		***Technical Manager***		*Principal Software Engineer*
Principle Software Engineer				*Chief Engineer*
				Executive Manager

What development is available to be effective in this role?

Experience & Exposure	• Leader and champion of strategic practice development across multiple teams/platform • Attending and presenting at industry conferences • Hosting, presenting and attending brown bags and meetups • Create strong professional and personal relationships inside and outside the organisation
Education	• Software engineering or equivalent IT degree

Note. These development activities are not mandatory, rather suggested learning for people seeking to be effective in this role