Executive Manager - Engineering
Retail & Wealth ES

What is the purpose of this role?
Provides overall leadership for large-scale software engineering practice across one or more platforms.

What are the key responsibilities of this role?
- Accountable for the vision and strategic development of the engineering practice
- Works closely with senior delivery leadership and practice managers to ensure teams are set up for success
- Develops future technical and people leaders
- Ensures group-wide collaboration amongst engineering teams and other relevant practices
- Ensures active management of talent through sourcing, career and development planning, retention strategies and performance management
- Contributes expert advice and experience to initiatives relating to delivery and operations capability uplift
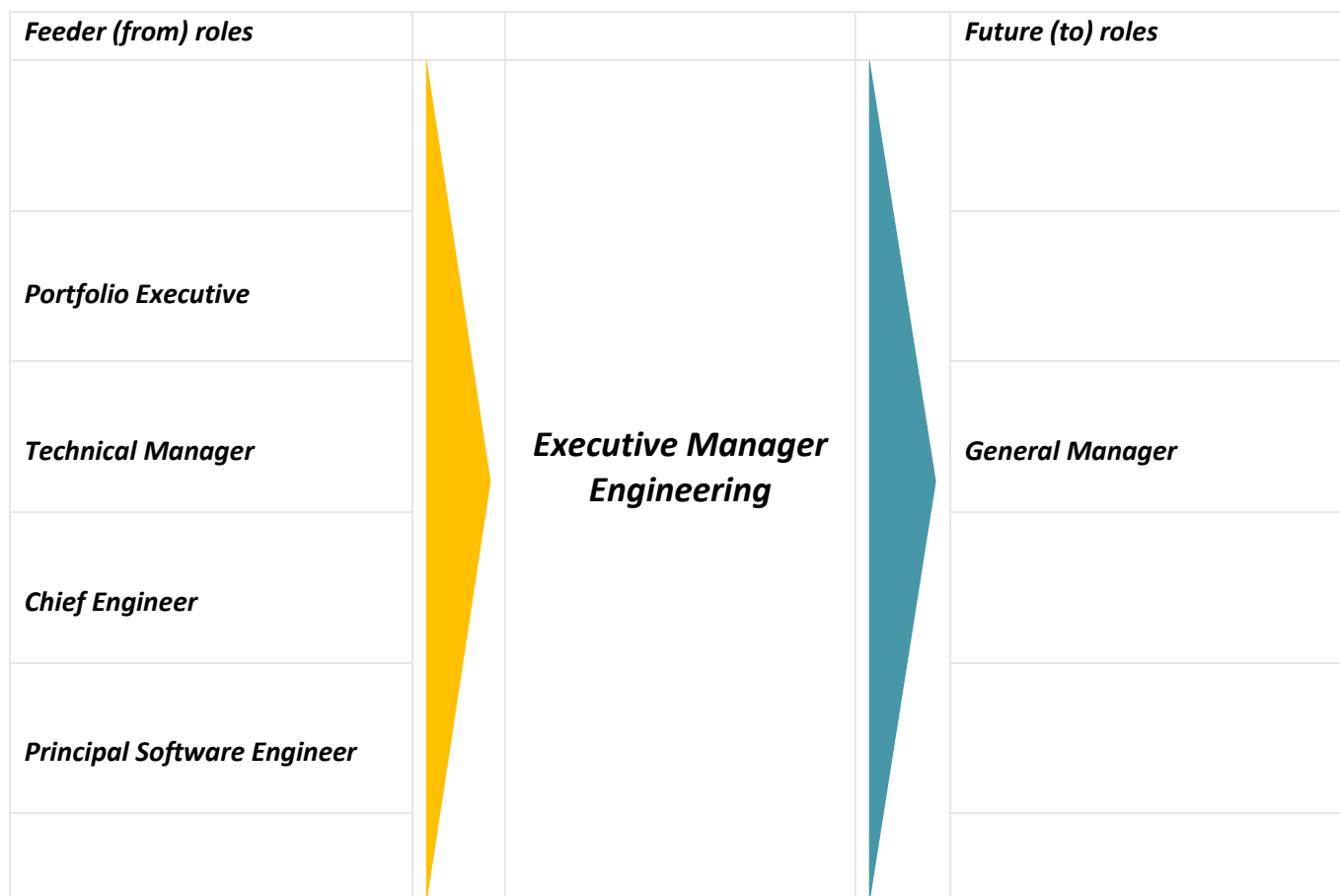
What does 'AMAZING' look like?
- Makes a leading contribution to technology, practice and delivery strategy at the group level
- Has an industry profile and actively promotes CBA as a technology employer of choice
- Champions initiatives to improve the efficiency and effectiveness of the engineering teams

What skills and capabilities do people need to be successful in this role?
- Strong people leadership skills, including leadership of large (100+ teams)
- Able to foster a wide-range of stakeholder and partnership relationships including capability platforms that engineering relies on
- Able to rally support for and deliver initiatives to uplift the engineering practice
- Strong understanding of, and can contribute to, core business and technical strategies
- Strong understanding of common software architectures and patterns
- Strong understanding of traditional and modern software delivery practices, frameworks and methodologies
- Strong understanding of the software engineering talent market including permanent, contractor and vendor sources
- Sound organisational and administration practices

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

Feeder (from) roles		Future (to) roles
Portfolio Executive		
Technical Manager	**Executive Manager Engineering**	General Manager
Chief Engineer		
Principal Software Engineer		

What development is available to be effective in this role?

Experience & Exposure	• Experience leading practices at a smaller scale
	• Experience leading adjacent practices such as QA, BA, and PM
	• Hosting and presenting at industry events
	• Create strong professional and personal relationships inside and outside the organisation
Education	• Software engineering or equivalent IT degree
	• Executive leadership and management training (internal and external)
	• Attendance at software engineering and broader software delivery industry events
	• Self-paced learning utilising resources such as industry blogs and podcasts

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