Position: Mgr, solution development
Location: Beijing, China
Req ID: 15367,15366

Position summary

Adobe China R&D's Solution Center is recruiting for a talented and highly motivated Solution Development Manager to build and manage a team, focusing on delivering custom-developed solutions and technical consultation for Adobe enterprise customers. This Manager shall be the leader of a team that will be working closely with Adobe Consulting Services org in North America in the "on-shore / off-shore" model to develop and test solutions. This role will work with on-shore Project Managers, Product Owner, Solution Architect and UX Designer through the whole life cycle of solution projects. As a hands-on manager, this leader needs to leverage his/her proven experience with software engineering processes and Best Practices and guide the team toward excellence in solution delivery and optimization of resources. This leader will need to be able to drive / join / review all levels of functional / technical designs, discussions and deliverables to make sure projects' success. Excellent English verbal communications is expected.

Responsibilities

- Build/Hire, Lead and Mentor a team of 10~15 talented Dev Engineers and Quality Engineers
- Work closely with Adobe Consulting Services to define and refine process. Create and measure realistic implementation goals and progress
- Work closely with Program Management to ensure the defined process is being followed
- Work closely with Product Owner, Solution Architect and UX Designer on the design and specification of features.
- Lead the team to follow the engineering best practices in an Agile (SCRUM) process
- Critically think about how customers will interact with the software being developed & tested and turn those thoughts into enhancement discoveries, action items, or avenues of discussion.
- Work extremely well with others by both leading and following depending on the circumstance.
- Identify better ways to leverage resources to make projects more successful across the teams
- Able to independently appraise risks; Able to provide useful mitigation strategies
- Timely and informative reporting of status; effectively and diplomatically communicates risk; makes practical and useful suggestions

Allison Wang, Recruiter
wyujia@adobe.com | 010-82159133
www.adobe.com/careers
Page 1 of 2

- Manage multiple tasks efficiently; High degree of quality and productivity; Self-directed; Self-pacing
- Excel in training, leading and motivating team members; Able to inspire distinguished performance from team members
- Accurately assess strengths and development needs of employees; Give timely and specific feedback and helpful coaching
- Explore new opportunities and advanced technologies for team improvement; encourage innovations on cross-products / multi-products solutions

Requirements

- BS degree in Computer Science (or equivalent), Advanced degree preferred
- 7+ years enterprise software / web development experience or equivalent industry experience
- 2+ years people management experience, 2+ years project management experience
- Demonstrated knowledge in all aspects of the software development process. Practical experience working with Agile (SW Dev Process)
- Able to act as an advocator for both internal and external customers to ensure we successfully deliver on the requirements and expectations
- Excellent traditional Java Web experience (J2EE, JSPs, Servlets, taglibs, frameworks, etc)
- Excellent JavaScript experience (including AJAX, JQuery and ExtJS)
- Good Web UI development experience (HTML, CSS, etc)
- Solid knowledge of Windows and Unix operating systems.
- Desire to be on a highly productive, fast-paced team.
- Excellent English written and verbal communication skills.
- Working knowledge of Adobe Flex and AIR is advantageous
- Experience in marketing/ customer behavior/ or financial analysis, database marketing, and/or marketing agency/consulting is advantageous
- Experience in web site analysis and knowledge of best practice requirements to deliver business optimization solutions is advantageous

Allison Wang, Recruiter
wyujia@adobe.com | 010-82159133
www.adobe.com/careers
Page 2 of 2