**Software Development Team Leader**

Role Summary

The main purpose of this role is to lead a team of Software, delivering business critical projects whilst maintaining high morale, managing the day to day activities in an efficient and professional manner and ensuring all team targets are met as advised by management.

Specific Responsibilities

* Design and build services to capture, replay and analyze key data sets relating to execution lifecycle and risk management.
* Identify and develop key metrics and KPIs to measure performance, latency, throughput across our primary systems.
* Make significant contribution to the future design of our services as we move into the 24/7 trading world.
* Make significant contribution to the design and development of the automated/algorithmic trading systems.
* Oversight of any specific development relating to KDP.

Key Responsibilities

* Supervise team planning, design, development and testing to ensure delivery of high quality software matching business requirements and deadlines.
* Have an in-depth understanding of short, medium and long range priorities so that the importance and scope of business and senior IT management milestones and goals can be clearly communicated to the team.
* Identify and communicate clear requirements (development, hardware, network, and infrastructure) that sit outside the team to ensure peers have sufficient information to plan and action those requirements in the required timescales.
* Identify compliance, operational and reputation risk as a fundamental part of all analysis and design and that these risks are clearly understood by the team.
* Oversee the technologies, tools and techniques used within the team.
* Oversee and document operational handover and disaster recovery planning with the team in conjunction with business continuity and platform operations.
* Provide prompt and regular progress reports as and when requested by either the senior IT management or the business.
* Perform detailed requirement, design and code reviews to ensure thorough due diligence is applied.
* Be prepared to adapt quickly and effectively to sudden priority changes and to work on multiple items in parallel.
* Show flexibility to respond to the changing needs of the business.
* Understand individual business requirements in order to design, develop and test effective solutions.
* Understand and implement required development guidelines, design standards and best practices at all times.
* Understand in detail the business operational process both before and after the impact of any software changes.
* Understand the operational and reputation risk of software changes.
* Understand and document hardware, network and infrastructure requirements of software changes.
* Take responsibility for ensuring that sprint plans and work estimates are accurate at all times so that reliable delivery estimates can be reported.
* Take responsibility for analysis, design and development to ensure due diligence is applied consistently to all software changes.
* Actively contribute to the process of continual improvement, with regard to self, team and systems
* Be an active participant in sprint retrospectives and take actions to continually improve the team’s ability to deliver quality product on time.
* Implement test and behavior driven approaches and provide support to QA in both manual and automated testing.
* Ensure software releases support continuous build and automated deployment practices.
* Provide prompt and knowledgeable assistance to business continuity and platform operations whenever requested.
* Maintain a high level of conduct, ethical standards and values.
* Adhere to and enhance the firm’s compliance with applicable laws, regulations and codes of conduct in all jurisdictions in which the Firm conducts business and which have an impact on its business.
* Work to identify risks and enhance control across the business.
* Report control weaknesses, illegal, suspicious or unusual activity.
* Maintain an appropriate level of competence through ongoing training, making requests for updates or development as required.
* Mentor all team members in both software techniques and the development process to ensure that guidelines, policies and best practice are consistently and continually implemented.
* Ensure the team is running smoothly and dispute.
* Train and integrate new team members and proactively support the continued development of existing team members.
* Effectively manage team members in line with company policy and procedures, including performance, development, disciplinary and conflict resolution with effective feedback.
* Be knowledgeable about each member of your team, their strengths, weaknesses and effectiveness, whilst translating each of their behaviors into clear tasks and objectives to improve their individual performance.
* Inspire and motivate team members.

Skills, Knowledge & Experience

* Ability to listen to team members and communicate instructions effectively.
* Ability to lead, direct and control team members.
* Ability to handle multiple jobs at same time.
* Ability to always pay attention to detail and encourage team members to do same.
* Ability to take proactive steps in managing problems.
* Must be very security conscious and do all it takes to avoid sensitive data falling into wrong hands.
* Ability to effectively handle stress, pressures, and challenges.
* Have in-depth knowledge of management goals and visions and work in line with team members to achieve them.
* A Levels & degree minimum, or equivalent
* Strong OOP and modeling skills
* C# & .NET (CLR, FCL, GC, GAC)
* Multi-threading and concurrency
* Working in an Agile/Scrum process
* Working with streaming data and real time systems
* WPF
* WCF
* XML, JSON
* TDD (NUnit, NSubstitute)
* Memory & Performance profiling
* SQL Server & T-SQL
* MS Build, NAnt
* Team City
* Jira
* Experience in communicating with customer, users, other technical teams and management to collect requirements, identify tasks, provide estimates and meet production deadlines
* Experience with professional software engineering best practices for the full software development life cycle, including coding standards, code reviews, source control management, build processes, testing and operations