|  |  |  |  |
| --- | --- | --- | --- |
| Job Title: | Application Development Manager | Job Function: | Development – GTD |
| Department: | GTD – INDIA | Full-Time/Part-Time: | Full time |
| Location: | Thane | Reports to: |  |
| Band & Grade: |  | Job Code: |  |

|  |
| --- |
| Company Overview: |
| Sterling Talent Solutions provides hiring peace of mind by delivering a simpler, smarter background screening and onboarding experience for employers worldwide. Our comprehensive suite of cloud-based background screening and onboarding solutions deliver accurate, reliable results and tools to maintain compliance throughout the hiring cycle.    With 18 offices in eight countries, our team of more than 3,500 employees proudly serves over 50,000 customers around the world, including 25% of the Fortune 100. The National Association of Professional Background Screeners (NAPBS), a distinction earned by fewer than 10% of all background-screening companies, accredits Sterling Talent Solutions.  We support our customers in carrying out the below mentioned Background Checks:  - Academic Verification - Employment Verification  - Criminal Verification - Occupational Health Checks  - Due Diligence activities - Credit History Checks  Our vision is to promote a safer world by being the industry leader at providing secure, thorough and accurate personal screening information in everyone’s digital wallet. |

|  |
| --- |
| Functional Overview: |
| The Application Development Manager is a hands-on management role requiring a strong engineering background and a successful track record leading development and QA teams. You will manage two product engineering teams developing critical parts of Sterling’s next generation global fulfillment platform. You must have a proven track record designing and building powerful, fast, massively scalable, and secure web-based applications.  You must bring a passion for people management and a “leader-as-servant” approach to management, as this is reflective of our culture at Sterling.  You should have a history as the strongest developer on the team with experience at a top-notch company with a legacy of hiring only the best and brightest. You will provide technical leadership, mentorship and inspire and motivate the engineering team. |

|  |
| --- |
| Roles and Responsibility: |
| * Own and drive key pieces of Sterling's next-generation global fulfillment platform architecture and implementation. * Drive organizational alignment with goals, priorities and team allocation to achieve business objectives. * Be a champion for the Agile Scrum framework and DevOps approach within the team. Influence the right behaviors and outcomes on the part of other teams. * Manage teams of developers and testers, designing and implementing new functionality, as well as improving existing products. * Recruit top talent. * Own scheduling and on-time delivery of features throughout the software development lifecycle. * Work across engineering, operations, and business partner teams to deliver highly scalable and reliable enterprise services. * Regularly communicate program / project status to stakeholders. * Model performance excellence and mentor your team to do the same. * Promote and support company policies, procedures, mission, values, and standards of ethics and integrity. * Support continuous process improvement and innovation |
|  |

|  |
| --- |
| Qualifications: |
| BS degree in Computer Science or related discipline, MS preferred |

|  |  |
| --- | --- |
| Skills/Knowledge: |  |
| * 12+ years of experience in software development using Microsoft technologies (.NET) * 5+ years in a technical leadership role with hands-on experience in software development and quality assurance * Demonstrated experience in driving development and delivery within an Agile Scrum / DevOps environment * Strong architecture, design, and implementation skills with a strong coding background in C# * Technical leadership experience with RESTful API based projects, as well as client-side user interface projects utilizing JavaScript frameworks such as Aurelia, Angular, Bootstrap, etc. * Experience with cloud technologies, particularly AWS, and microservice-based architectures is strongly desired * High degree of competency within all phases of project management / SDLC including: issue and risk identification and management, change management, tracking dependencies and milestones, and communication of overall project status * Excellent organizational and communication skills across, up, and down the organization * Demonstrated maturity, judgment, negotiation and analytical skills * A strong drive and passion to learn new businesses and internet technologies * Background in the HR technology space highly desired * Recent hands-on SW development/coding experience |

|  |  |
| --- | --- |
| Experience: |  |
| 12+ years of experience in software development  5+ years of experience in technical leadership role | Required  Required |

|  |
| --- |
| Statement of Other Duties: |
| This document describes the major duties, responsibilities, and authorities of this job, and is not intended to be a complete list of all tasks and functions. It should be understood, therefore, that incumbents may be asked to perform job-related duties beyond those explicitly described. |

|  |  |
| --- | --- |
| Reviewed by: | Title: |
| Reviewed by: | Title: |