

Effective for: August 2018

JOB DESCRIPTION & ACCOUNTABILITIES

NAME:	TBA	REPORTING TO:	Web Development Manager
POSITION TITLE:	Technical Lead	DIRECT REPORTS:	Nil
DEPARTMENT:	Technology Services	LOCATION:	Colombo

POSITION PURPOSE:

The main responsibility of this role is to work within the global development team to create new products and features. You will be working closely with internal team members, locally and remotely as well as with external consultants and a global business to improve the online presence of the various brands within the Intrepid Group.

You will be working in a development environment that takes Agile seriously and produces amazing technology solutions for the wider business. As a key member of our team, you will work very closely with product owners, senior technical staff and end-users to deliver the best possible solutions with the latest techniques and tools.

You will work from idea through to completion on new features, changes to existing features, and entirely new systems working together with your developer colleagues, this will require excellent communication skills and an eye for detail.

REQUIRED LEADERSHIP EXPERIENCE

- 2+ years' experience leading developers on web projects
- Great communication skills and experience working together with business users to achieve goals
- Experience in allocating and managing delivery of work based on issue tracking systems
- Familiarity with Agile development practices, specifically within the Scrum framework
- Experience in writing user stories in an agile environment
- Strong leadership and mentoring skills toward other developers
- Previous experience in code-review and functional review of solutions

REQUIRED TECHNICAL QUALIFICATIONS AND EXPERIENCE

- Relevant tertiary or postgraduate qualifications in Computer science or Software Engineering
- 5+ years commercial development experience
- Extensive experience with modern PHP development practices in a commercial environment
- Extensive understanding of Javascript, Modern HTML, and CSS and the ability to translate designs into modern, responsive solutions
- Extensive experience with relational database systems such as MySQL or Postgresql
- A good grounding in User Interface and User Experience solutions in a cross platform and modern development environment
- Good experience building well-crafted Object-Oriented systems using relevant design patterns
- A working understanding of Performance Profiling and Benchmarking tools for Web applications
- Experience working with Unit, Integration, Performance, and Load Testing techniques
- A working understanding of Deployment tools and tool-chains
- A good understanding of source code control systems such as Git or Subversion and their use in modern software development
- Comfortable working within a LAMP/LEMP environment including interacting with a shell interface

ADVANTAGEOUS QUALIFICATIONS AND EXPERIENCE

- Experience working with the Drupal framework (or Similar) for CMS Development
- Exposure to relevant PHP frameworks (e.g. Symfony, Zend)
- Experience with dependency and build automation tools (e.g. Ant, Phing, Composer, Puppet, Vagrant)
- An open mind and a desire to always look for ways to improve the skills and techniques of yourself and others
- A love of learning and sharing new knowledge with your colleagues

Operational Accountabilities of Role	Benchmark Measure
<p>Domain Knowledge You will be expected to be well-versed in multiple key product components and maintaining capability in multiple core problem domains: e.g., web, mobile, data, or systems programming; familiar with OO design, testing, and core development tools.</p> <p>You will be able to take on leadership roles within an Agile team to deliver up to date solutions for the wider business. You will be expected to stay up to date on evolving standards, platform features, and critical vendor and community provided technologies.</p>	<p>Demonstrated ability to manage the delivery of work within sprint deadlines across your sprint team without supervision or assistance</p> <p>Demonstrated ongoing commitment to sprint meetings by regularly leading planning, review and retrospective sessions</p> <p>Demonstrated ability to work with other technical leaders within the business to design best practice solutions</p>
<p>Teaching and Mentoring You will be expected to provide thoughtful and detailed code reviews for teammates and help document idioms and best practices.</p> <p>You will be expected to help less experienced developers get up to speed with the teams style and existing code base. You will be expected to offer demos, talks, and recommendations to help your own team and others be more productive and ship better product</p> <p>You will be expected to drive the adoption of emerging critical standards and technologies throughout the team.</p> <p>You will take a lead role in the development of new projects across the organisation, and provide training and mentoring for the wider technical team.</p>	<p>Demonstrated ability to provide constructive and well thought through feedback to colleagues on an ongoing basis for their technical and non-technical work.</p> <p>Demonstrated ability to coach junior developers to build their skills in areas of weakness</p> <p>Demonstrated ability to identify new standards and technologies that are of benefit to the team and embed them into the normal work environment</p> <p>Demonstrated ability to identify and fill gaps in documentation for the wider team on an ongoing basis</p>
<p>Culture and Leadership You will be expected to identify and improve quality and reliability issues in systems you maintain and engage with the wider team to produce solutions. You will be expected to go above and beyond basic requirements to support your own team and others, tackle hard debugging, incident response.</p> <p>You will be expected to engage with the wider business, and the Digital Marketing team in particular.</p>	<p>Demonstrated leadership in identifying and improving development platforms and supported systems within the business</p> <p>Demonstrated ability to take on board feedback and ideas from the wider team and business</p> <p>Demonstrated ability to represent your team and department throughout the business</p>
<p>Customer Success You will be expected to consistently deliver systems and features that provide significant value to customers and/or other teams.</p> <p>You will make significant efforts to understand customer needs and motivations and understand how engineering projects contribute to business goals</p> <p>You will be expected to help to identify key gaps in product offerings and functionality that will drive significant revenue and customer excitement. Where required you can take lead on non-trivial projects to address those needs</p>	<p>Demonstrated ability to plan and deliver completed projects within project deadlines on an ongoing basis</p> <p>Regular commitment to responding to critical incidents and escalations in a timely manner</p> <p>Demonstrated ability to identify gaps in existing product offerings and technology as well as solutions to those gaps to drive increased revenue and customer excitement.</p>