



Job Description

Position:	Engineering Manager
Directly reports to:	COO India
Indirect Reports to:	EVP Global Engineering
Direct reports:	Internal: <ul style="list-style-type: none"> • Software Team Members; • Test Team Leader;
Functional reports:	<ul style="list-style-type: none"> • None
Regularly interacts with:	Internal (across UK and Indian entities): <ul style="list-style-type: none"> • Software Team Members • Hardware Team Members • Test Team Members • Architect and Product Management Team • Chief Technical Officer • Systems Integration and Solutions Architect Team • Sales and Customer Delivery Teams External: <ul style="list-style-type: none"> • Contractors • Meter & End-Device Integration Partners • Software Consultancies / Outsource Providers • Strategic Suppliers
Primary location:	CyanConnode office Gurugram
Travel requirements:	Occasional visits to external consultancy / suppliers / customers
Role description / primary responsibilities:	As Software Development Manager you will be responsible for: <ul style="list-style-type: none"> • Overseeing and coordinating the people, resources and processes required to deliver fully validated Products, Feature Enhancements

	<p>and Development as defined by customer specifications and the Product Roadmap.</p> <ul style="list-style-type: none"> • Coordinating and working collaboratively with other functions to successfully define, implement and release updates and new product. • Working collaboratively with the wider organisation to review and develop internal processes, including development methodology, version control, traceability and documentation to ensure best practices. • Adopting best practices for the delivery of high quality, secure, scalable, highly available enterprise systems. • Supporting Programs & Customer Delivery functions to ensure accurate robust planning, resource allocation, meeting agreed milestones and helping to adapt plans as necessary to ensure customer requirements are delivered. • Implementing KPI's to monitor performance and carrying out annual performance reviews. • Identifying opportunities for extending the team capability and providing mentoring support in coordination with other engineering team leaders. • Strive to continually improve process for productivity, quality and predictability within the engineering department.
<p>Experience and skills required:</p>	<p>Essential Skills and Experience</p> <ul style="list-style-type: none"> • Strong collaboration and influencing skills - a team player. • Responsible and accountable with a strong sense of ownership and passion for excellence. • Extensive experience of delivering enterprise software systems and embedded product development. • Significant experience as a successful agile advocate and champion. • Solid previous experience as Team lead/Scrum master. • Experience scheduling the work of engineering teams including hardware/software codesign. • Knowledge of WAN & LAN networking technologies. • Excellent communicator. <p>Desirable Skills and Experience</p> <ul style="list-style-type: none"> • Experience of the introduction, operation and maintenance of recognised design methodologies, • Knowledge and practice of <ul style="list-style-type: none"> • programming and scripting languages; e.g. Python, C, Java, JavaScript, Perl, Bash, etc. • databases technologies e.g. MySql • internet protocols, standards, architectures and patterns. e.g. TCP/IP, SSL/TLS/X.509, REST, IPv6 • internet technologies e.g. HTTP, HTML, CSS, AngularJS, AJAX, JSON. • Experience of <ul style="list-style-type: none"> • ISM band radio. e.g. ZigBee, IEEE 802.15.4, 6LoWPAN, WiFi, Bluetooth. • Embedded hardware or product based development • “Internet of Things” and Smart Cities • Cloud systems and architectures
<p>Personal attributes:</p>	<ul style="list-style-type: none"> • Highly motivated self-starter. • Excellent communication, collaboration and organisational skills.

	<ul style="list-style-type: none"> • Assertive in managing development team to achieve goals. • Strong long-term commitment to making the company a success. • Able to reconcile the big-picture with attention to detail. • Able to identify and manage risks, estimate work. • Able to manage multiple development streams and accept the responsibilities this carries. • English speaking.
Qualifications:	<ul style="list-style-type: none"> • Required: Good degree in technical subject (computer science, engineering or natural sciences). • Preferred: Higher degree in technical subject (computer science, engineering or natural sciences).
Benefits:	<ul style="list-style-type: none"> • Share options • 25 days annual leave • Private health insurance plan (currently BUPA) • Pension scheme with employer contributions • Life cover (3x salary)