

Job title	Software Engineering Team Lead		
Job family	Technology, Systems & Delivery	Band	D

Job purpose
Responsible for managing and leading a Software Engineering team in the effective design, implementation and operation of BBC software products and services.

Key responsibilities and accountabilities
<ul style="list-style-type: none"> • Accountable for the design and development of effective software that meets given complex, strategic business needs for immediate team and broader BBC. • Recruit, mentor and manage an effective software engineering team. • Ensure alignment of the team’s products and services with BBC technology and architecture strategy. • Provide technical knowledge and insight to colleagues. • Ensure the team’s approach to testing is fit for purpose. • Ensure integration of the software with monitoring and support tools. • Review and give constructive feedback on others’ code. • Support product and departmental managers in communicating strategy, product fit and effectiveness to stakeholders at all levels. • Ensure the team’s software works well in its operating environment. • Ensure that the team’s technical product documentation is complete, accurate and coherent. • Ensure troubleshooting and resolution of issues throughout the product life cycle including out- of hours support for incident resolution. • Work with technical leaders in the broader organisation to define, document and distribute best practice and standards. • Define, lead and encourage continuous improvement of the team’s delivery and development processes. • Work with project and product leads to design software and create implementable specifications and tasks at product and roadmap level. • Work with third party partners where necessary providing direction, support and documentation. • Keep informed of existing and new introducing them where appropriate.

Knowledge, skills, training and experience
<p>Essential</p> <ul style="list-style-type: none"> • Experience designing and writing software for large scale applications in a fast changing environment with rapid release cycles. • Expertise in mainstream development frameworks. • Expertise with mainstream development and deployment tool chains (Integrated Development Environment (IDE), Source Code Control Systems (SCCS), Continuous Integration (CI)). • Expertise in database design and use in software applications. • Experience of open source practices.

- Expertise in web architecture and key technologies (Hypertext Transfer Protocol (HTTP), Domain Naming System (DNS), distributed design).
- Expertise in test driven development, broader testing and QA concerns.
- Leadership experience of project working and professional software development processes, including agile.
- Expertise in choosing and applying design patterns.
- Effective leadership and collaboration inside and beyond the team. The ability to influence diverse and senior stakeholders effectively.
- Takes responsibility for delivering products and system to successful implementation.
- Recruitment, management and mentoring experience.

Desirable

- Computer science degree.
- Experience of supporting, modifying and maintaining systems and code developed by others.
- Experience of engaging with industry forums, interest groups or blogging and other broader industry forums.

Job impact	
Decision making	
<ul style="list-style-type: none"> • Makes independent decisions about the design and development of software systems to meet business and product needs. The design has significant impact on capital and ongoing operational expenditure. 	
Scope	
Finance:	Headcount budget of 5–10 people: £600k. Third party software projects: £500k.
Line Management:	Team of 5 – 10
Ad-hoc Teams:	Participate in cross D&E technology and product strategy forums (up to 50 participants). Participate in and lead (teams up to 20) in cross organisation project/solution planning and design.

Other information	
For Reward team use only	
Job Code	
Definition:	Content

This job description is a written statement of the essential characteristics of the job, with its principal accountabilities, incorporating a note of the skills, knowledge and experience required for a

satisfactory level of performance. This is not intended to be a complete, detailed account of all aspects of the duties involved.

Appendix - Introduction

BBC Search & Navigation have a remit to help our audience discover the best content, that is the most relevant and meaningful to them, by providing them a breath of BBC content from the whole of BBC Online.

The Navigation Team are always looking at ways to improve the BBC Navigation experience for the millions of users who access our services each week, either through the our online and app offerings. The BBC Navigation also provides a delivery mechanism for some of our pan-BBC products, such as GDPR, cookies, geo-location and user analytics. Our aim is to create the best user experience for navigating around the BBC site, using data we can then feedback into our Search system, and other products across BBC Online. All this is done, in order to improve our platform for the audience and to provide our product management and editorial colleagues with the data they need to drive the creation of personalised experiences that audience members will want to come back to.

The Search team maintain and develop our E2E Search platform, using SOLR and AWS, providing APIs for BBC Products to access Search content, in addition to delivering some front end Search experiences direct to users. We use our experience in SOLR to tune our API responses to the different requirements of our API clients.

The Test Team lead heads a group of dedicated test professionals and takes responsibility for managing, leading, setting direction and co-ordinating test across a group of product teams or a programme of work.

We are currently looking to recruit a number of Team Leads across Engineering and Test to steer the Navigation and Search software engineering and test teams.

Our Software Engineering Team Leads are responsible for the Search and Navigation teams, multi-disciplinary agile teams working with technologies in AWS, providing day-to-day technical oversight and direction, and ensuring that your team's work meets the technical and operational standards for all of the BBC.

We value strong ownership of the systems and components we build and encourage iterative and experimental approaches. We believe in empowered teams with a strong sense of purpose.

Main Responsibilities

- Planning features and projects using agile development practices.
- Working with the team to ensure they are slicing work in a way that they are able to deliver at pace.
- Communicating with key stakeholders both within Search and Navigation and across the wider BBC.
- Working closely with our operational teams to ensure our solutions our supportable, scalable and reliable.
- Working with Product Managers, Project Managers, Technical Architects and Test Engineers to help shape and define the work of your team.
- Conducting code reviews with members of the Development and Test teams to ensure the quality of our work meets the high technical standards for BBC Online output.

- Reviewing the work of your colleagues and ensuring that technical documentation is kept up to date.
- Solving operational issues, including working under a DevOps model.
- Assisting with recruiting, mentoring and training new team members.

We would like you to have some experience in:

- Developing and managing a team of mixed ability Software Engineers.
- Designing, developing and supporting large, complex production systems at scale.
- Development in JavaScript, React, Node, PostgreSQL and microservice architectures.
- Cloud infrastructure.
- Automated testing techniques.
- Project working and professional software development processes including Agile, behaviour driven development and test driven development.
- Supporting software in a production environment.
- Communicating effectively with both technical and non-technical colleagues at all levels in an organisation.
- Solid software engineering/web development experience, with the ability to engage with others.