

<b>Job title</b>	<b>Software Engineering Team Lead</b>		
<b>Job family</b>	<b>Technology, Systems &amp; Delivery</b>	<b>Band</b>	<b>D</b>

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

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

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

- 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.

<b>Job impact</b>	
<b>Decision making</b>	
<ul style="list-style-type: none"> <li>• 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.</li> </ul>	
<b>Scope</b>	
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.

<b>Other information</b>	
<b>For Reward team use only</b>	
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

Now is a great time to join the BBC News & Weather digital teams. Over the last four years, we have doubled the reach of the News site and apps in both the UK and globally. On an average week, 60% of visitors to BBC online come to News & Weather in the UK, rising to 75% internationally; when big stories hit, we regularly now exceed 100m weekly users. While we're a big product, we're still one-size-fits-all, and over the next two years we must make the leap to a modern, personalised digital service that works for all. We're doubling the size of the product and engineering teams by hiring over 100 new roles to support our aspiration of creating a truly universal personal news service.

We will deliver a mix of universal top stories and curated content tailored to different audience needs, with users experiencing a rich combination of news, live and in-depth journalism in text, photos, graphics, video and audio. We know trust is key, and our teams will focus on experiences with trust and transparency at their heart. We will continue to set the standard in Live coverage online, and build a modern BBC News experience that is important, relevant and useful for everyone, every time they use it.

The BBC offers an inclusive workplace where the principles of fairness, respect, equality, dignity and autonomy are promoted and are part of our everyday goals and behaviour. We select candidates for our positions on the basis of merit and as an equal opportunity employer we value diversity and all of the benefits it brings.

### Who will support me?

The BBC is widely known as an organisation that values its staff, a healthy work-life balance and a positive, growth-oriented workplace. BBC News has an excellent reputation as a great place to grow, learn and develop new skills. We have fantastic people managers that are committed to helping their colleagues advance their careers. As a wider organisation we work to provide you with the opportunities and experiences you need to succeed. You can spend 10% time of your time learning new skills, playing with new technology and developing yourself, because we understand the need to stay up to date and fresh in a constantly changing technical landscape.

### How will I be successful?

- Be a part of improving our great culture by demonstrating the right behaviours and attitudes.
- Be proactive and take opportunities to increase your knowledge and experience.
- Be a great team player and help us achieve great things together.

### What is the role?

As a Team Lead, you will help architect, design, develop, deploy and operate websites that are used by millions of users. You'll be contributing in a team, while guiding technical projects as part of a cross-functional Agile team(s). We are looking for someone who can guide development and delivery, help build sound software and foster best practices, while mentoring others.

### What are the responsibilities?

People:

- Line management of a team of engineers with varying skillsets and experience.

- Fostering an environment of engineering excellence and continuous improvement.
- Coaching, mentoring and assisting your team by furthering their professional development and creating career progression opportunities.

### Delivery:

- Working together with other senior technical people to ensure a holistic, consistent technical strategy and roadmap.
- Engaging with non-technical stakeholders from around the BBC to help plan, size and scope work.
- Ensuring operational issues are considered and planned for when features are rolled out.

### Technical:

- Guiding the technical delivery of one of our teams, across BBC Online.
- Ensuring technical quality meets the needs for a fast, reliable, always-on service.
- Identifying potential areas of risk and take mitigating action.

### Are you the right candidate?

As an organisation we support all of our colleagues in gaining new skills and experience. To be successful in this role you may have experience of some, but not necessarily all, of the following:

- Guiding people in software teams or projects.
- Coaching, mentoring and assisting colleagues.
- Taking a collaborative and inclusive approach to solving problems.
- Stakeholder and people management.
- Client and/or server-side development on Linux/Unix platforms.
- Node.JS or similar server-side development language.
- API creation and integration.
- Web technologies, including JavaScript React.JS.
- Testing tools and approaches, including Test Driven Development.
- Engineering principles, OO and design patterns.
- High capacity, high traffic, high availability websites.
- Delivering large-scale projects within an agile multi-disciplined team.
- Agile software development methodologies, techniques and processes.

### Tech stack

We use a wide variety of tools and technologies across our teams, and no one is expected to work with or have experience of, all of them. To give you an idea though:

Our user facing "front end" products we use web technologies, primarily JavaScript, Typescript, React, and NodeJS. For our APIs and "back end" services we primarily use Java, Scala, and NodeJS, as well as persistence layers like Redis, Mongo, and PostGres.

We also create and support reliable and scalable cloud based microservices on Amazon Web Services, use Git and GitHub for version control, and use testing tools and approaches, such as Test Driven Development.