

Job title	Software Engineering Team Lead		
Job family	Technology, Systems & Delivery	Grade	9

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**
- Be 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 teams products and services with BBC technology and architecture strategy
 - Provide technical knowledge and insight to peers and 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 and 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 always 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 other technical leaders in the broader organisation to define, document and distribute best practice and standards
 - Define, lead and encourage continuous improvement of the teams delivery and development processes
 - Work with project, product leads to design software and create implementable specifications and tasks at product and roadmap level
 - Work with 3rd Party ("Indies") where necessary providing direction, support and documentation
 - Learn new technologies and keep abreast of existing technologies and help introduce them where appropriate

- Knowledge, skills, training and experience**
- Essential**
- Extensive experience designing and writing robust 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. (IDE, SCCS, CI)
 - Expertise in database design and use in software applications
 - Experience of open source practices
 - Expertise in web architecture and key technologies (HTTP, DNS, distributed design)

- Expertise in test driven development and 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 driving products and system to success
- Recruitment, management and mentoring experience

Desirable

- Computer Science Degree
- Experience of supporting, modifying and maintaining systems and code developed by others
- Experience of talking in industry forums, interest groups or blogging and other broader industry engagement

Job impact

Decision making

- Reports to Software Engineering Manager or Executive Product Manager or Head of Software Engineering
- Understands and synthesizes BBC technology strategy and other strategic concerns to design appropriate software
- Recruits and manages BBC Software Engineers for their team
- Makes independent decisions about the design and development of software systems to meet business and product needs. The systems are often long-lived and critical to success of audience output and supporting BBC business processes. The design has significant impact on capex and ongoing opex
- Leads on the test approach, integration of software and provides expert advice to team and management on the software operating environment
- Collaborating with stakeholders at all levels and product managers to understand business requirements and influence product requirements and design
- Collaborates on service design and operation
- Communicates the design and appropriate fit of the product/system to the business requirements to stakeholders of all levels
- Specify and document technical and operational requirements for 3rd party product procurements
- Manages design and implementation (via review and specification) of 3rd party software products and systems
- Communicates their products and work at appropriate industry forums, presenting the expertise and effectiveness of the BBC

Scope

Finance: Headcount budget of 5 - 10 £600k
 3rd Party software projects £500k

Line Management: Team of 5 – 10

Ad-hoc Teams: Expected to participate in cross D&E technology and product strategy

forums (up to 50 participants)

Expected to participate and lead (teams up to 20) in cross organisation project/solution planning and Design

Expected to participate in organisation, talent management and other strategic planning exercises

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

There may be sub-sets of the generic job described above which require additional technical skills. This appendix to the generic job description can be developed to cover such situations.

Division	
Reports to (title)	
Location base	

Organisation structure	

Additional job specific responsibilities and accountabilities	
<ul style="list-style-type: none"> • • • • • • • • • • 	

Approval	
Manager	Name and job title
HR Business Partner	Name
Date	