



Development Manager

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Newbury

About us

At Amberjack we've long been setting the standards in future talent and intake-based volume recruitment. Our advanced systems and intelligent solutions are designed to deliver the ultimate recruitment experience. From intelligent attraction to recruitment process outsourcing and bespoke assessment and selection tools, we work as an extension to our client's teams. We are the quality behind the quantity. We do what's right for our clients and their candidates. We don't know any other way.

The role

Amberjack has an exciting strategy to deliver significant business growth through expansion of Software Services in our market. Our software helps organisations to recruit the best future talent by managing the pipeline of candidate applications, providing cloud-based assessments and managing paperless assessment centres. Our leading-edge software is used by large UK and International organisations and this role is pivotal to delivering software on time, within budget and with high levels of quality.

As Development Manager you will lead a team of Developers and QA Engineers in delivering a challenging and progressive roadmap for all our software products. You will have full accountability for project delivery, staff development and for continual improvement in quality and cost-effectiveness.

The role is a high-profile one. To successfully deliver a coherent and fully supported solution, you will work with, and influence senior stakeholders across Amberjack, including Resourcing Services, Business Development and Marketing, as well as external partners and clients.

You should be experienced in technical project delivery as well as line management and will contribute to product development at an operational and strategic level. Excellent planning and organising, client handling and decision-making skills are required. You should also be able to demonstrate commitment to developing technical capability within a team, driving high standards and a passion for achieving client success.

Role responsibilities

- Provide ongoing leadership and management of the Development team.
 - Drive strong performance management and staff development to maintain a sustainable skills/technical capability that supports delivery of the roadmap and strategy and the changing needs of the technical environment.
 - Accountability for staff recruitment and retention within the team.
- Ensure the timely and high-quality delivery of the Amberjack Technology product roadmap and the development work undertaken by the project teams to support delivery of the Technology P&L.
- Effective management of the Group Resource Plan, managing and communicating resourcing decisions, conflicts and priorities.
- Working across the Technology Group to ensure Development and Operational teams align, developing coherent and well communicated release plans to ensure the successful release of new software.
- Contribute directly to the development effort, offering technical direction, steering, coaching and problem solving.

Contribute to product strategy including steering the technical direction/architecture of the group's products and the priority of the project portfolio bringing in your significant external experience.

Knowledge / Experience / Skills:

- Demonstrable experience of leading successful development teams, both office and remote based and working collaboratively across a wider business to achieve a common goal.
- Creation, maintenance and improvement of key performance indicators for a Development team using agile principles.
- Evidence of strong management of a resource pool ensuring the balance of client retention, new business, security and maintenance activities across the portfolio of software products and in line with the Technology Strategy.
- Evidence of creating and operating a SaaS platform in Microsoft Azure including DevOps tooling (CI/CD), platform monitoring/alerting and cost optimisation.
- Strong background in Microsoft .NET and Azure software development at an Architectural/Senior Development level with evidence of building multiple large scale/enterprise SaaS solutions from concept through to deployment, working with agile methods and processes.
- Driving and creating innovative solutions and dealing successfully with technical uncertainty.
- Managing change – understanding and communicating the implications of scope changes, ensuring all decisions are captured, documented and agreed.
- Sound knowledge and experience in developing and managing continuous integration/deployment pipelines.
- Desirable: Working within the scope of an ISO27001 certified Information Security Management System.

Competencies:

- Confident and articulate communicator.
- Leadership – driving change and improvement.
- Keen problem solver with excellent judgement and decision making.
- Results orientated and commercially focused.
- Client focused with ability to adapt to different client's working styles or changing needs.

Able to work methodically through challenging situations.

Why work for us

We work with some of the biggest brands in the world, from Virgin Media and Mars to Network Rail, Morrison's and the Big 4 Accounting professional services firms – helping them hire the very best! We offer a competitive salary, sales incentive and benefits package, a collaborative open and friendly working environment, and great opportunities for personal and professional development.

How to apply

Please apply with your CV and a supporting statement outlining your suitability for this role to joinus@weareamberjack.com.

If you have any questions about this role or need to access information in an alternative format, then please contact the team on 01635 584130 or joinus@weareamberjack.com