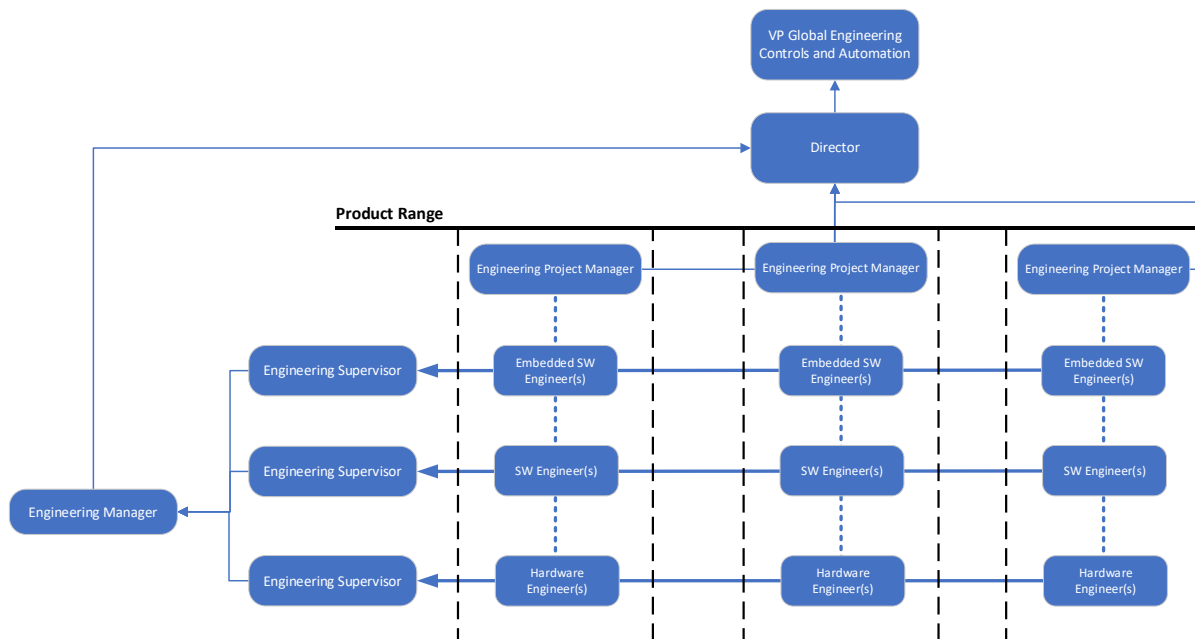|	
Job Title: *Software Engineering Supervisor*	**Location:** *North Yorkshire or North Nottinghamshire*
Department: *Controls and Automation Engineering*	**Contract:** *Permanent*
Reports To: *Engineering Manager*	**Direct Reports:** *None*

1.0   Job Summary & Role

The Software Engineering Supervisor will work within the Engineering department based at our site in Mansfield. They will perform a hands-on role within the matrixed engineering team to line manage a subset of engineers with a relevant discipline and providing general support to the Senior Engineering Manager.

Engineering team matrix org strucutre included for reference.

2.0 Key Responsibilities & Main Duties

- Line management of a segment of DSEs engineers' team, located at both North Yorkshire and Sutton in Ashfield with some remote and hybrid working in place.

- Line management includes 1:1 appraisal, goal setting, producing, and implementing personal development plans, holiday approval and sickness review.

- Work collaboratively with the Engineering Project Mangers to manage and allocate resources to development projects.

- Maintain visibility and understanding of the work being undertake in the relevant department segment.

- Ensure the engineers have the necessary skills, knowledge, and tools to complete the tasks allocated to them by the Engineering Project Managers by provide technical guidance on a day-to-day basis.

- Work at the project inception stage to provide product and project costs estimates, feasibility studies and ensure that high level technical requirements are capture completely prior to wider engineering involvement.

- Work with engineering project managers to ensure project plans are technically correct and appropriate timescales are being worked to.

- Be a technical decision maker and contribute to software platforms and architecture

- Resolving, where-ever possible, and escalate areas as necessary, areas of risk, ineffectiveness, and inefficiencies.

- Development of in-house tools and process – focus on efficiency and ease of use

- Support the wider company be answering technical questions and/or delegating tasks within the matrix framework.

- Administration and maintenance of engineering systems, revision and variant control systems, issue management systems.

- Provide guidance to the hardware/software team to design to ensure alignment on technology and designs and test.

- Have an up to date understanding of regulatory standards (including cybersecurity) and to keep this knowledge base relevant and distributed through the team.

- Review department KPIs to ensure targets are being hit and work with wider engineering management to resolve issues.

- Depending on size of team, work hands on as an engineer developing software in a range of languages including C#, JavaScript, HTML and PHP.

3.0 Internal & External Relationships

Engineering Manager – Review training requirements for engineers, review KPIs, provide assistance on technical decision making

Engineering Project Managers – assign resource, review project plans, specifications, assist with project delivery

Technical Support – assist technical support with customer queries, delegate to the engineering team as required.

Commercial Sales Team – support during project inception stage for and requirements capture and project estimates.

Customers – occasional customer interaction may be required in calls, meetings or traveling to undertake customer visits

4.0 Key Performance Indicators

- Lead a team in the successful delivery of professional and quality software solutions that meet business's needs
- Maximised team efficiency and throughput focusing on project delivery
- Individual and promoted professionalism
- Personal development of direct reports
- Communication skills, ability to communicate technical issues to wider audience with clarity and precision
- Ability to make and direct decision making and empowerment of the wider team
- Grow application knowledge for industrial control systems

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5.0   Essential/Desirable Factors

Knowledge	
Essential:	**Desirable:**
Agile methodology	Back ground in electrical systems, knowledge of the power generation industry
Visual basic .NET and C#	HTML, PHP, other software languages
Java script	API programming (JSON)
Revision control systems, DevOps / TFS / Git	HTML/CSS/JS

Skills & Attributes	
Essential:	**Desirable:**
Team leadership skills, mentoring and team building.	React Native for Android and iOS Build systems
Personable	
Good Object Orientated design skills	

Experience	
Essential:	**Desirable:**
Proven experience coaching, leading and mentoring software development teams	Understanding of networking in a high availability environment
Experience with multiple programming languages, across full development lifecycle, in a commercial engineering department	Hypervisor setup, configuration and management (vSphere/ESXi)
Excellent written, presentation and oral communication skills	Linux server setup and health monitoring (CentOS or other RedHat based distro)
	Previous experiences of controls and automation software development.

Qualifications	
Essential:	**Desirable:**
Bachelor of Science in IT/Software Engineering or equivalent	Masters of Science

Created by	Dated Created
Scott Preece	20/06/2022

This information has been discussed and agreed with the new employee as part of the onboarding process:

__Job Holder__

Signature   **Print Name**   **Date**

__Line Manager__

Signature   **Print Name**   **Date**