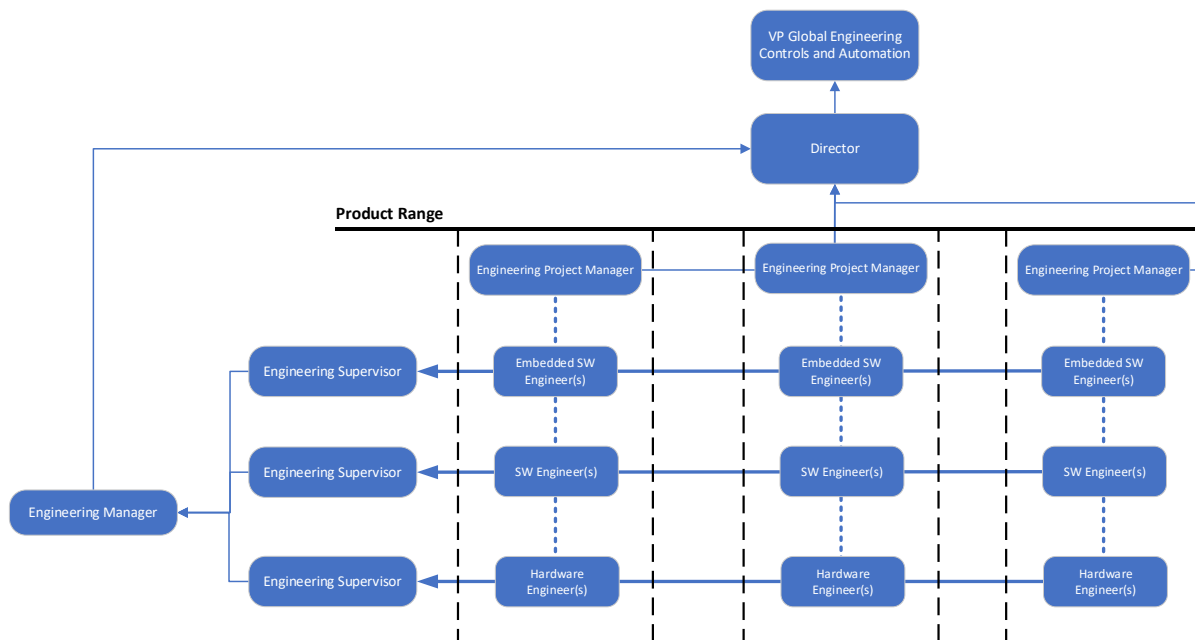


Job Title: <i>Software Engineering Supervisor</i>	Location: <i>North Yorkshire or North Nottinghamshire</i>
Department: <i>Controls and Automation Engineering</i>	Contract: <i>Permanent</i>
Reports To: <i>Engineering Manager</i>	Direct Reports: <i>None</i>

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, directly contributing to product development, as well as line managing a subset of the wider engineering team and providing general support to the Senior Engineering Manager.

Engineering team matrix org strucutre included for reference.



2.0 Key Responsibilities & Main Duties

- Work hands on as an engineer, either individually or as part of a project team, developing software in a range of languages including C#, JavaScript, HTML and PHP.
- Line management of a segment of DSEs engineers' team, located at both North Yorkshire and Sutton in Ashfield with 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 Managers 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, with the chief engineer as escalation point
- 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 and to keep this knowledge base relevant and distributed through the team.
- Manage small projects for relevant hardware/software customer complaints and department ICARs
- Review department KPIs to ensure targets are being hit and work with wider engineering management to resolve issues.



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

- 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
- 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



JOB DESCRIPTION & PERSON SPECIFICATION



5.0 Essential/Desirable Factors

Knowledge	
Essential: Agile methodology Visual basic .NET and C# Java script Revision control systems, DevOps / TFS / Git	Desirable: Back ground in electrical systems, knowledge of the power generation industry HTML, PHP, other software languages API programming (JSON) HTML/CSS/JS
Skills & Attributes	
Essential: Team leadership skills, mentoring and team building. Personable Good Object Orientated design skills	Desirable: React Native for Android and iOS Build systems
Experience	
Essential: Proven experience coaching, leading and mentoring software development teams Experience with multiple programming languages, across full development lifecycle, in a commercial engineering department Excellent written, presentation and oral communication skills	Desirable: Understanding of networking in a high availability environment Hypervisor setup, configuration and management (vSphere/ESXi) Linux server setup and health monitoring (CentOS or other RedHat based distro) Previous experiences of controls and automation software development.
Qualifications	
Essential: Bachelor of Science in IT/Software Engineering or equivalent	Desirable: Masters of Science

Created by Scott Preece	Dated Created 20/06/2022
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This information has been discussed and agreed with the new employee as part of the onboarding process:

Job Holder

Signature	Print Name	Date
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Line Manager

Signature	Print Name	Date
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