OneStop.

Position Description

Development Manager

Reporting to Head of Development

Technology

Development Manager

1. Position Summary

As a Development Manager you will work closely with the Head of Development to strategise development team goals, ensure that the new and existing products in your portfolio perform effectively and act as the liaison between your team and senior management. Using a combination of technical know-how and leadership skills, your primary responsibility will be to motivate, guide and mentor the software developers within your team.

2. Key Responsibilities

- Support, motivate and mentor software developers in your team, providing strong communication, leadership and problem-solving skills.
- Build, develop and maintain a team of highly skilled software developers.
- Foster a safe, transparent working environment where ideas and a continuous improvement mindset are encouraged.
- Provide technical leadership support throughout the entire development lifecycle, including the design, architecture and troubleshooting of software solutions.
- Be an agent for change by driving technical initiatives and process improvements.
- Enhance and maintain technical excellence, upholding best practices regarding software development standards, compliance and security initiatives.
- Ensure development processes such as unit, automated testing and DevOps are developed and maintained.
- Manage internal and external stakeholder expectations by collaborating with them on product goals, objectives, and strategies.
- Contribute to product planning, ensuring alignment between engineering and product objectives.
- Conduct ongoing risk analyses and identify mitigation methods.
- Communicate and collaborate cross functionally, as well as vertically.

3. People Leader Responsibilities

- Regular team meetings: set the vision to inspire and motivate the team.
- Ensure direct reports have goals that are aligned to OneStop's organisational goals for the performance year.
- Regular 1:1's (at least fortnightly) with direct reports with notes recorded in performance system.
- Formal mid-year and end of year performance reviews completed in performance system.
- Appropriately address any issues with under performance in the team.
- Team management in accordance with business expectations.

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4. Selection Criteria

Technical

- At least 2 years' experience leading a team of software developers.
- 5+ years programming experience (with solid experience on Microsoft .Net and PL/SQL)
- 3+ years' experience designing and architecting software systems.
- Experience with Cloud platforms, ideally AWS services and serverless computing.
- Experience building DevOps pipelines such as Jenkins or equivalent.
- Proficient knowledge of Agile methodology.
- Excellent communication skills, both written and verbal; with the ability to engage with stakeholders at all levels, internally or externally.
- A degree or equivalent experience in Computer Science.

Behavioral

Action oriented (2) - taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm
- Readily acts on challenges, without unnecessary planning
- Identifies and seizes new opportunities
- Displays a can-do attitude in good and bad times
- Steps up to handle challenging situations

Communicates effectively (7) - developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences
- Is effective in a variety of communication settings: one-on-one, small, and large groups, or among diverse styles and position levels
- Attentively listens to others
- Proactively communicates, sensitive to the audience – ability to articulate technical concepts non-technically.
- Provides timely and helpful information to others across the organization
- Encourages the open expression of diverse ideas and opinions
- Works with and encourages high levels of transparency

Directs work (15) – providing direction, delegating, and removing obstacles to get work done
- Provides clear direction and accountabilities
- Delegates and distributes assignments and decisions appropriately
- Monitors progress by maintaining dialogue on work and results
- Provides appropriate guidance and direction based on people's capabilities
- Intervenes as needed to remove obstacles

Optimises work processes (38) - knowing the most effective and efficient processes to get things done, with a focus on continuous improvement
- Identifies and creates the processes necessary to get work done
- Separates and combines activities into efficient workflow
- Designs processes and procedures that allow managing from a distance
- Seeks ways to improve processes, from small tweaks to complete reengineering

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5. General

All OneStop team members are required to:

1. Demonstrate our OneStop values:

We are Purposeful.
We are deliberate, well planned, and intentioned in our approach to all that we do.

We are Inventive.
We bring fresh thinking to problem solving - developing creative, original and resourceful solutions to achieve our goals.

We make things Simple.
We unpack the complex world of logistics to find the simplest tech to drive the most effective outcomes.

We Achieve Together.
We are service oriented, focused on anticipating, recognising, and meeting our customer needs by placing client success at the heart of all actions.

2. Act in accordance with our OneStop Code of Conduct.

3. Undergo a police background check upon commencement.

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