



Job description form

Position Profile

General information	
Job Title	Head of Software
Company	Gill Research & Development Limited Gill Group R&D is the product design and innovation behind the Gill businesses. Broad engineering capabilities combined with unique technical expertise in measurement technologies deliver products designed to solve the market's most challenging problems.

Position summary

We're looking for a Head of Software to provide people management and team leadership in the design, development and delivery of products, applications and services within a multidisciplinary team environment. The Head of Software would propose solutions to technical issues, ensure the delivered solution meets the technical specifications and design requirements.

This role is accountable for the high performance of the skill group and should ensure sufficient resources are available to support the team. The is accountable for the long-term development of the function.

Technical aspects specific to this role will include working with the software team to define and advise on suitable software life cycles and processes comprising software architectural design, software detail design, software implementation guidelines, configuration management and validation and verification of software. Software will include both microprocessor firmware, PC and Mobile implementations. Recent hands-on experience of implementing bare-metal and OS based software systems using custom hardware platforms essential. Ability to select and impart suitable level of documentation and model representation to provide consistency withing the organization. The Head of Software will be able to conduct detailed reviews from others on all aspects of the software lifecycle.

Main duties

The Head of Software will undertake both team management and hands-on engineering within the project teams. This will include:

- Delivering comprehensive and innovative technical solutions to meet cost, specification and quality targets.
- Ensuring that all team members have the correct level of skills, knowledge, and behavioral competence.
- Ensuring technical feasibility is available to the project team and the skill group is suitably positioned to deliver this.
- Actively involved with technical reviews.
- Perform risk management to minimise project risks through development of a high performing skill group.
- Ensure the skill group will create and maintain appropriate documentation.
- Respond appropriately to customers' demands.

Candidate requirements

- A proven manager of people with a measurable record of creating successful teams in service delivery with tangible achievements in improvement and change management.
 - Ability to present proposals and design documents in a clear and concise manner.
 - Proven ability to produce innovative, technically compliant, cost effective, and timely solutions.
 - Strong leadership skills, management experience, leading and working with development teams.
 - Experience of the full development lifecycle including initial architecture development and approval, product design, production implementation, additional feature development, and transition to new platforms.
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- A relevant higher degree in a technical skill from a top university or equivalent.
 - Excellent academic achievements to degree level or equivalent in any relevant engineering skill.
 - A proven technical leadership of multidisciplinary development teams.
 - Experience of end-to-end product development.
 - Proven experience of leading, motivating and driving results from a core skill engineering team.

A position profile does not imply that the duties stated are the only ones to be performed by the incumbent. Employees will be required to follow any other reasonable job-related instruction as requested by their manager or a company director.