



Position	Senior Manager – Software Development
Location	Pretoria
Function/Business Unit	Information Technology Outsourcing
Salary	Market Related
Reporting to	Head of ITO

JOB SUMMARY

SoluGrowth is looking for a versatile Senior Software Manager to develop cutting-edge software solutions to optimize our (ITO) solution offering. In this role, your duties will include supervising Junior Software Developers, analyzing software performance and configuration systems, and managing the deployment and integration of new software.

You will also be required to provide thought leadership and oversee the design, release, testing and development of digital platform solutions which will be commercialized as a software solution and/or service to the market.

RESPONSIBILITIES

This role requires a person who will manage all the activities of the software development group; set attainable goals to team members in order for the project to be finished on time; provide guidance to team members to encourage work productivity; ensure appropriate procedures and processes are followed when it comes to software development; writes, reviews and revises product requirements and specifications; participates in other areas of the software development process. Other responsibilities include:

- Support the development of the Digital Development strategy accounting for current and future market forces and movements.
- Determining product sets and define the go-to-market strategy in support of company strategic drivers.
- Lead the design, release, testing and development of digital platform solutions in alignment with high levels of quality, standards and operability as defined within negotiated and agreed service level agreements, service level parameters or contracts.
- Manage the development and implementation of processes and procedures to maintain or recover the delivery of systems and services in the event of any physical, technical or environmental disaster or major outage, providing continuity of service to customer.
- Manage and/or oversee multiple, large-scale, concurrent projects to successful completion in accordance with scope, budget and service level agreements.
- Develop and evolve implementation methodologies for standard and transformational programmes.
- Develop new business and operating models that take advantage of new domains, functional, technology and information assets within the software area.
- Assist in managing the identification and mitigation of strategic risk.
- Participate in the annual budget and forecasting process within strategic guidelines, directing and coordinating activities to achieve revenue and cost containment targets.
- Promote and facilitate optimum engagement between SoluGrowth Business Units to design and build digital solutions and services and establish and enhance relationships and network with strategic partners, customers and vendors to create market dominance.
- Encourage and foster a culture of performance excellence, employee engagement and transformation.

Leadership

- Ensure adequate up-front planning and cross team, cross discipline consultation and coordination with a view to consistently achieve delivery targets.
- Instil the desired behaviour of teamwork, passion, commitment and innovation through example, reward and recognition programmes.

Multiple Clients Software Development Lifecycle (SDLC)

- Ensure methodology addresses competing priorities and balancing short term deliverable needs with longer term platform thinking. Drive the adoption of a delivery culture of first time, on-time, every time. Ensure SDLC activity balances new delivery with managing technical debt as a fact-of-life for all technology teams. Continually recognize and reward behaviour that improves processes (increases

effectiveness), reduces debt, produces solutions that evolve with the organization's needs with lower maintenance required.

Client Oversight

- Prepare and contribute to the design of Client workshops. Act as strategic advisor to Clients, constantly transferring knowledge to them.
- Manages Service Level Agreements and budgets and ensures management reporting.
- Lead the evaluating, development and monitoring of process and system enhancements for Clients.

QUALIFICATIONS & EXPERIENCE:

A bachelor's degree in Computer Science, Information Technology, Engineering or a related discipline is required of a software development manager.

- 10+ Years Software Development Experience
- Excellent computer science fundamentals and have experience such as, but not limited to:
 - Scripting: JavaScript, Node JS, React JS, Angular JS, Python
 - Languages: C#, Blazor, PHP, .Net Core, .Net Framework 5.0
 - Web Programming: Asp.Net, Web API, Blazor, Razor pages, HTML, CSS, PHP
 - Databases: Microsoft SQL Server, Entity Frameworks, MySQL, ETL
 - Cloud computing (e.g., AWS, Azure)
 - Microservices Architecture
 - DevOps (CI/CD) an added advantage
 - Software Configurations: Bitbucket, Gitlab, GIT

FUNCTIONAL SKILLS AND KNOWLEDGE REQUIRED

- Leadership
- Strategic Planning
- Financial Management
- Risk Management
- Business Development

BEHAVIORAL COMPETENCIES REQUIRED

- Developing Strategies
- Directing People
- Exploring Possibilities
- Interacting with People
- Making Decisions
- Developing Expertise
- Producing Output
- Upholding Standards.

CORE COMPETENCIES & ATTRIBUTES

- Time Management, Planning and Organizing
- Creative, Innovative Thinking and Problem Solving
- Accountability and Dependability
- Ethics and Integrity
- Communication and Teamwork
- Analytical skills with the ability to analyse complex requirements
- Planning & Organising
- Diligent & Proficient in Source Code management tools
- Strong interpersonal skills – ability to communicate clarity and build strong working relationships
- Ability to multi-task and prioritize effectively
- Strong ability to work with a cross functional team
- Proven client engagement
- Takes control of situations and events
- Williness to learn
- Strong computer literacy skills

- Deadline driven