

## Role specification.

### Role Title: Engineering Manager

Region(s)	Fleet, Hampshire (UK)
Reports to	Head of Engineering
Contact	hr@assetzcapital.co.uk
Salary	Depending on experience

### Role Purpose

This role is accountable for high performance in two areas, people and teams. On the team side developing Agile ways of working, facilitating team improvements, learning sessions and ensuring Agile processes are being adhered to. The day to day duties of this role are on the people side, weekly one-to-ones, goal setting, weekly objectives, recruitment, training needs, career progression coaching and clerical.

### Responsibilities

- Accountable for the development of Agile ways of working and ensuring the Agile framework is adhered to for the team(s) managed.
- Coaching Developers, Product Owners and other members of the team(s) managed in Agile and software development best practices and techniques.
- Running or enabling other Agile events and key activities, i.e., daily stand-ups, refinement sessions, retrospectives etc.
- Enabling the visibility and easing of impediments at all levels to enable delivery.
- Coaching the team to co-create a refined, prioritised, value-driven backlog, that is well ahead of the teams' current work in progress. Supporting the visualisation of roadmaps in Jira.
- Accountable for line management of all colleagues in the team(s) managed, including: weekly one-to-ones, performance management, career progression planning, coaching.
- Responsible for the onboarding/offboarding processes for all colleagues in the team(s) managed, including first day inductions, paperwork, account setup, new user process and Tech accounts setup.
- Accountable for the implementation of the career progression framework all colleagues in the (teams) managed.

- Champion and facilitate a continuous learning culture through learn at lunches, knowledge base maintenance, and spotting areas of improvement.
- Input into the department recruitment plan and be actively involved in the recruitment process.
- Evangelise and develop our engineering culture, and improve engagement.
- Run team building initiatives, workshops and training sessions for the team(s) managed and the wider department
- Foster a happy and rewarding working environment, ensuring the team are happy and healthy.

## Skills and knowledge

### Essential:

- 3+ years' experience working with Agile/Scrum
- 2+ years' experience with people management / career development coaching
- Highly people-focused – approachable and empathetic
- Agile processes (Scrum, Kanban, etc), mindset, and techniques such as TDD, BDD, Lean product development, flow metrics, DoR/DoD's, story mapping and INVEST story principles
- Experienced leading software teams adhere to software development best practices and techniques such as, clean code, test driven development, INVEST, DevOps, CI/CD and lean software development
- Understanding of software concepts and principals such as SOLID, ACID and clean code
- Ability to guide the teams in continuous improvement, Agile processes, successful execution, flow metrics and technical excellence.
- Ability to have high-level technical conversations with software engineers within a coaching remit
- Highly Empathetic with a passion for maximising occupational performance
- Strong relationship builder
- Administrator level knowledge of JIRA and good working knowledge of Confluence

### Desirable:

- Technical experience in software development
- Jira Advanced Roadmaps and Actionable Agile experience.
- An understanding of probabilistic forecasting
- Certification from one or more of the following organisations: Scrum.org, IC Agile, ProKanban.org and / or Kanban University
- Knowledge of 'Strengths based' coaching

## Benefits

- 25 days holiday annually, rising to 27 plus statutory bank/public holidays
- An additional day's holiday on your birthday
- Pension scheme
- BUPA healthcare plan
- Life cover
- Employee share pool
- Free Udemy Unlimited licence
- Flexible working hours
- Hybrid working
- Great work-life balance

### Main Office

Assetz House, Manchester Green  
335 Styal Road, Manchester M22 5LW

T 0800 470 0431  
E [enquiries@assetzcapital.co.uk](mailto:enquiries@assetzcapital.co.uk)  
W [assetzcapital.co.uk](http://assetzcapital.co.uk)

Assetz SME Capital Limited is a company registered in England and Wales with company number 08007287. Assetz SME Capital Ltd is authorised and regulated by the Financial Conduct Authority in respect of its peer-to-peer lending platform only. 'Assetz Capital' is a trading name of Assetz SME Capital Ltd. Assetz SME Capital is registered with the Office of the Information Commissioner (Reg No: Z3338899) for data protection purposes.

Assetz Capital also offers Coronavirus Business Interruption Loan Scheme ("CBILS") loans to corporate borrowers through Assetz Capital Lending Limited. Assetz Capital Lending Limited is a company registered in England and Wales with company number 12632494. Assetz Capital Lending Limited is not authorised or regulated by the Financial Conduct Authority. Assetz Capital Lending Limited is registered with the Office of the Information Commissioner (Reg No: ZA759694) for data protection purposes.