



Job title: Associate Technical Lead

Reporting to: Technical Lead

Job purpose:

The Associate Technical Lead works with a Team Lead to co-ordinate and coach our software development team. In this role, you will apply Agile methodologies to product high-quality work. Under the guidance of the Team Lead, you will manage timelines, resolve problems.

You will be a contact point for team members, so your communication skills should be excellent. You should also be able to act proactively to ensure smooth team operations and effective collaboration. This is a hands-on development role, so you will be expected to contribute to the development work in the team.

Key responsibilities and accountabilities

- Create an inspiring team environment with an open communication culture
- Implement systems and product architecture
- Line management of engineering staff, including performance management
- Set clear team goals
- Delegate tasks and set deadlines
- Oversee and contribute to day-to-day operation
- Monitor team performance and report on metrics
- Ensure systems security engineering principles are followed
- Motivate team members
- Listen to team members' feedback and resolve any issues or conflicts
- Encourage creativity and risk-taking

Skills, experience and behaviours

- Experience in an Agile environment
- Extensive experience in software development
- Communication skills for overseeing staff and working with other management personnel
- Organisational and time-management skills
- Decision-making skills
- Analytical skills for evaluating information carefully and solving complex problems
- An academic qualification in Computer Science, Engineering, or a related field

Mandatory SFIA skills	Code	Level	Desirable SFIA skills	Code	Level
Programming/software development	PROG	5	Methods and tools	METL	4
Release and deployment	RELM	5	Configuration management	CFMG	3
Systems integration and build	SINT	5			
Employee experience	EEXP	4			
Performance management	PEMT	4			
Project management	PRMG	4			

Equal opportunities employer

At Kallidus, we work hard to build an explicitly inclusive space where everybody belongs. Kallidus is a supportive, caring, and enjoyable working environment for all our people, and we are committed to furthering the diversity of our teams. Diversity brings innovation and creativity through different views, backgrounds, and opinions; as a people-first organisation, it's crucial that our teams reflect global diversity. Our people are the heart of our success, and diversity is what drives that; we welcome applications from all backgrounds and diverse communities.

