JOB DESCRIPTION

Position Type: Full-time regular

Location: Bangalore

Position Requirements: Technical Lead**,** Engineering

Position Description:

Tech Lead will be responsible for leading the software development team in support of the software development life cycle process, change management, development environments and production releases. He/she will be responsible for the strategic and tactical management of design, development, optimization and completion of projects in a reliable and scalable model to deliver with best quality, cost and schedule. He/she will ensure the proper documentation of software design and code, and also that the processes are followed. He/she will provide overall supervision and technical guidance to the development team in understanding requirements, preparing high level and low-level designs, coding and building the software.

Position Details:

- Provide leadership to the software development team
- Monitor technology trends such as emerging standards for new technology opportunities
- Engage in hands-on, in-depth analysis, review and design of the software, including technical review and analysis of source code. Will include reviews of in-house developed code, as well as   review of technologies provided by 3rd party vendors
- Ensure, and create as needed, software development processes, practices and operations to ensure reproducible development and high quality, while keeping costs under control
- Develop and execute software development project plans, and manage schedules and resource allocation and budget
- Manage the day-to-day operational and tactical aspects of multiple projects
- Manage scope and mitigate risk across projects
- Develop and maintain relationships with both external and internal clients, support the management to develop new opportunities where appropriate Provide effective communication regarding issues, objectives, initiatives and performance to plan
- Manage the execution of software development efforts, including all associated resources to meet committed delivery dates
- Work closely with testing and operational groups in support of software and production
- Releases
- Provide sound decision making for software development, sensitive to the constraints and needs of the business
- Drive overall architecture, security and certifications of software products/projects
- Develop and integrate controls with "Change Management" process and procedures
- Recruit, train and oversee team members in software development methods and practices

- Contribute to continuous improvement activities
- Provide employee development and team building
- Provide employee coaching and mentoring
- Drive hiring, corrective action and terminations for software development team

Experience Required:

- Minimum of 7+ years of software development experience, to include a minimum of 2 years in a lead role or Management position
- Strong analytical skills and experience with implementation and administration of software development metrics
- Knowledge and hands-on experience in developing enterprise applications using Java/J2EE, AJAX, Web 2.0, Web Services/SOA
- Prior project management experience combined with proven ability to manage a variety of projects with varying levels of complexity to successful completion
- Excellent problem solving, interpersonal communication and project management skills a must
- Strong leadership skills that inspire team confidence and respect while motivating team members in a creative and effective manner
- Strong understanding of different software development life cycles (agile, iterative, waterfall)
- Must be extremely detail-oriented with respect to documentation and communication
- Exposure or experience with global software development Centers is desired
- Exposure or experience in SaaS is a plus
- Experience running large global projects is a plus

Educational Requirements:

- Bachelor degree in Computer Science, Math or Engineering OR
- MS in Computer Science, Math or Engineering is preferred

Additional Experience:

- Excellent oral and written communication skills
- Possess the ability to motivate and maintain effective working relationships with staff and partners
- Ability to rely on experience and judgment to plan and accomplish goals
- Ability to successfully work to reach company goals in an environment in which a wide degree of creativity and latitude is required