



## **Head; Software Engineering (1 Position(s))**

**Job Location :**

**Head Office, Hq**

**Job Purpose:**

**Driving strategy and agile execution of software engineering initiatives while ensuring developed software meets the highest standards of quality, scalability, and security.**

**Main Responsibilities:**

### **Team Leadership, Strategy & Planning**

- **Lead and manage a team of talented senior managers, managers, and software developers, providing guidance, mentorship, and support to ensure the teams success in delivering high-quality software solutions.**
- **Lead and manage the Software Development Houses and their resources used by / working with the bank in carrying out various software development engagements and projects.**
- **Establish and drive the Software Engineering strategy within the bank, enabling the bank to gain digital value creation with high pace, quality, and agility.**
- **Plan for team growth considering the blend/level of skills required within the time while also remaining on top of staff resourcing.**
- **Strategically oversee both product and bespoke code base platform definition and implementation, while managing and supporting the inherited legacy code bases.**
- **Continuously review project progress and the performance of all team members while offering coaching and performance management where necessary.**
- **Facilitate technology and methodology decision-making throughout the team, including standardization of system architecture, reusable code base development, versions of software tools, best practices, source control, and deployment processes.**
- **Make sure that all training and support that team members require is delivered internally or externally.**

- Provide relevant advice and recommendations to the bank's management on all matters pertaining to software development.

#### **Software Development & Quality Assurance**

- Keep up to date and ensure the entire team is kept up to date with the latest software development technologies and methodologies.
- Drive consistent Software Engineering standards and approaches throughout the team.
- Drive delivery of well-written, clean, healthy, well-structured, well-tested, and well-documented code that is consistently error-free.
- Build future-proof reusable core code libraries, which can be shared, in order to drive further efficiencies throughout the team.
- Oversee the software quality assurance by ensuring software testing strategies and plans are defined, and executed, defects are reported, tracked using bug-tracking systems (e.g. Bugzilla, Mantis etc.), and appropriately remediated.
- Lead and drive systems and process automation within the bank using artificial intelligence (AI), robotics, chatbots, etc. to offer digital self-services and seamless experience to customers.

#### **Communication and Problem Solving**

- Take control over critical support instances and put into place the correct escalation and process to manage and resolve the issues as soon as possible.
- Encourage proactive discussions with various stakeholders including business units, and other technology functions.
- Instigate cross-team ideas and initiatives – to bring products and services together.

#### **Technical Support**

- Support the Bank's business development engagements with pre-sale activities, contributing to RFPs where appropriate and assisting in large pitches to potential clients where required.
- Oversee the technical strategy and implementation of our own internal development stream activities – to make sure they apply to the same standards that we would expect for client work.
- Govern, oversee, and drive DevOps adoption and implementation with the bank to offer secure continuous delivery of technology services.

#### **Knowledge and Skills:**

- In-depth knowledge of Software development and delivery practices and methodologies including Agile, DevOps, and CI/CD.
- Extensive knowledge of Software Quality Assurance approaches.
- In-depth knowledge of various Software Engineering technology stack and associated tools.
- Highly numerate and literate, with the ability to produce top-quality written specifications and strategy and implementation communication.
- Proactive and highly organized, with strong time management and planning skills
- Able to meet tight deadlines and remain calm under pressure.
- Ability to multi-task and stay organized in a dynamic work environment.

- Innovative and creative, with a concise, precise, and effective approach to problem-solving and the ability to develop, deliver and evaluate brilliant ideas founded on rock-solid strategic thinking.
- Strong Leadership, professional attitude – and leading by example.
- Bright, highly self-motivated, and driven.

**Qualifications and Experience:**

- Bachelor's degree in Computer Science / Engineering, Software Engineering, or a related field.
- Master's degree in relevant field is an added advantage
- A senior-level software developer with strong and successful technical lead experience of at least seven (7) years.
- Experience in leading a team of developers for at least 3 years
- Passionate about Software Development, with a general thirst for digital knowledge and a significant interest in new emerging technologies
- Experience in advising key stakeholders at senior and EXCO levels.
- Advanced level (knowledge and experience) of programming languages and methodologies
- Experience in managing, directing, and motivating staff to deliver projects with stretching scope and objectives.

*NMB Bank Plc is an Equal Opportunity Employer. We are committed to creating a diverse environment and achieving a gender balanced workforce. Female candidates and people living with disabilities are strongly encouraged to apply for this position.*

NMB Bank Plc does not charge any fee in connection with the application or recruitment process. Should you receive a solicitation for the payment of a fee, please disregard it.

Only shortlisted candidates will be contacted

Job opening date : 18-Jan-2024

Job closing date : 01-Feb-2024

To Apply [\*\*CLICK HERE\*\*](#)