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| **JOB DESCRIPTION** |
| **DATE:**  |
| COMPANY: |  | JOB TITLE: | DIRECTOR OF SOFTWARE DEVELOPMENT |
| DEPARTMENT: |  | CURRENT INCUMBENT: |  |
| DIRECT SUBORDINATES: |  | INDIRECT SUBORDINATES: |  |
| BRIEF DESCRIPTION: | The post of a software development director consists of planning, directing, and coordinating all activities associated with creating/acquiring/implementing software business solutions across multiple functional areas of the organisation. Prioritise and allocate projects, products, and resources with the assistance of architects and managers. |
| QUALIFICATIONS & REQUIREMENTS: | * A bachelor’s degree in a computer-related field or equivalent;
* Ability to give full attention to what other people are saying, and to use logic and reason to identify the strengths and weaknesses of alternative solutions;
* Ability to identify complex problems and reviewing related information to develop and evaluate options and implement solutions;
* Ability to monitor or assess performance of yourself, other individuals, or organisation to make improvements or take corrective action.
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| COMPETENCIES: | * Dependability — Job requires being reliable, responsible, and dependable, and fulfilling obligations.
* Integrity — Job requires being honest and ethical.
* Adaptability/Flexibility — Job requires being open to change (positive or negative) and to considerable variety in the workplace.
* Attention to Detail — Job requires being careful about detail and thorough in completing work tasks.
* Cooperation — Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.
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| TASKS: | * Delivers vision, planning and coordination of all development of software and/or implementation actions. Establishes standards and procedures of software development and integration;
* Contribute in the strategic decisions about technology, definition, and implementation of software solutions;
* Prioritise, budget and allocate projects, products, and resources in line with business priorities;
* Formulate project business cases in collaboration with stakeholders;
* Apply Project Management best practises to meet project plan timeline, budget and scope objectives;
* Drive overall architecture, define application security guidelines and certifications of software business solutions;
* Ensure, software engineering best practises, methodology and procedures are used to ensure reproducible development/implementation of high quality, while keeping costs under control;
* Run daily meetings to assess risks in current schedule, clear blocks, and adjust roadmap deliverables;
* Manage Software Quality Assurance striving to achieve a high level of quality and independent verification of software reliability;
* Implement process improvement programmes and efficiencies;
* Promote the use of innovative technologies that will provide benefits to the organisation. Lead the introduction of new technologies, web 2.0 and social media;
* Managing an application support help-desk service.
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| LINES OF COMMUNICATION: | Specify |
| WORKING CONDITIONS: |  Indicate whether the position is half time or full time. List any unique working conditions such as hours etc. |
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| SIGNATORIES: |  |
|  | NAME: | DATE: | SIGNATURE: |
| INCUMBENT: |  |  |  |
| LINE MANAGER: |  |  |  |
| HR MANAGER: |  |  |  |