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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. | | | | |
| 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. | | | | |
| 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. | | | | |
| 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: |  | | |  | |  |