

About the Company: 360Facility is a leading provider of “Software as a Service” (SaaS) Facility Management and IT Help Desk software. 360Facility is committed to excellence, respect, integrity, and open communication. We are seeking team members who possess similar values and want to be part of a fast growing company.

Job Overview: The Software Development Manager will be responsible for leading and mentoring a team of software engineers in the design, development, testing, and construction of web applications to run in our Application Service Provider (ASP) environment. Primary responsibilities are to work closely with management, customers, QA, BA, design, product management, and customer support to maintain and develop new products. This position will need to provide technical leadership and management for a team of software engineers in a fast-paced environment. The manager must be willing to participate in hands-on development when necessary.

As a technical leader, the job requires a pragmatic visionary that can translate business needs into workable technology solutions that scale both technically and operationally and also raise the engineering and operational standards.

Responsibilities:

- Solution Development and Delivery
 - Provide technical direction for the development, design, and systems integration for client engagement from definition phase through implementation.
 - Working closely with the Chief Technology Officer on expanding and enforcing architecture best practices
 - Apply significant knowledge of industry trends and developments to improve service to our clients.
 - Review work of development team.
 - Easily recognize system deficiencies and implement effective solutions.
 - Managing work requests and resource loading workload across development resources
 - Involved in hiring and growth of the technical team including hiring and screening personnel
 - Strategic Framework Planning in support of new industry trends and growth as it relates to functional and technical integration and development.
- Technical Management
 - Create and execute development plans and revise to meet changing needs/requirements
 - Inform project managers of development status and serves as liaison between development staff and project manager.
 - Ensure technical teams are contributing to our code library.
 - Own the development lifecycle and manage technical risks throughout projects
 - Ensure the development and adherence to coding standards
 - Perform periodic code reviews and mentor junior developers
 - Manage technical resources within budget and project schedule
 - Forecasting resource needs and budgeting needs
 - Consistently deliver level of software quality by working with designers and quality assurance personnel for full project development lifecycle
 - Mentoring employees and providing feedback in the form of employee reviews
 - As necessary, develop and debut software related issues

Core Competencies

- Technical Expertise
 - Understand complex database concepts and effectively employs different database design techniques.
 - Possess demonstrated work experience with more than one relational database management system.
 - Understands Object Oriented concepts and consistently applies them in client engagements.

- Understand the benefits of the various programming languages.
- Possess significant knowledge of client/server and internet systems architectures.
- Understand browser / client specific compatibility issues.
- Communication
 - Facilitate team and client meetings effectively.
 - Hold regular status meetings with development team.
 - Keep development team well informed of changes within the organization and general corporate news.
 - Deliver engaging, informative, well-organized presentations.
 - Resolve and/or escalate issues in a timely fashion.
 - Understand how to communicate difficult/sensitive information tactfully.
- Leadership
 - Challenge others to develop as leaders while serving as a role model.
 - Manage the development of team by ensuring that project tasks are in line with each Innovator's career interests when possible.
 - Inspire coworkers to attain goals and pursue excellence.
 - Identifies opportunities for improvement and makes constructive suggestions for change .
 - Manage the process of innovative change effectively.
 - Remain on the forefront of emerging industry practices.
- Teamwork
 - Facilitate effective team interaction.
 - Acknowledge and appreciate each team member's contributions.
 - Effectively utilize each team member to his/her fullest potential.
 - Keep track of lessons learned and shares those lessons with team members.
- Client Management
 - Manage client interaction and expectations regarding development efforts.
 - Develop lasting relationships with client personnel that foster client ties.
 - Communicate effectively with clients to identify needs and evaluate alternative technical solutions.
 - Continually seeks opportunities to increase customer satisfaction and deepen client relationships.
 - Build a knowledge base of each client's business, systems and objectives.
- Innovator Development
 - Conduct effective performance evaluations and mentors developers and senior developers through formal and informal channels.
 - Seek and participates in personal development opportunities above and beyond training
 - Train other innovators and clients through both formal and informal training programs.
 - Encourage junior Innovators to take responsibility for their development within the company.
 - Challenge fellow innovators to progress toward their professional development goals.
- Internal Operations
 - Suggest areas for improvement in internal processes along with possible solutions.
 - Lead internal teams/task forces.
 - Review the status reports of team members and addresses issues as appropriate.
 - Comply with and helps to enforce standard policies and procedures.

Requirements

- Must be authorized to work in the US and relocation is not available
- Education - BS/MS in Computer Science or equivalent.
- 8-10 years experience in software engineering and 5 plus years as a software development manager managing teams of at least 5-10 engineers.

- 5 plus years of technical Product Development experience, building a successful ASP product.
- Knowledge and experience with one or more development methodologies, and experience developing engineering process is required.
- Excellent technical skills and knowledge coupled with strong leadership, planning and management abilities.

Skills

- Proficient in Microsoft Visual Basic and Microsoft Visual Studio
- Proficient in HTML, Active Server Pages, and JavaScript
- Proficient in Microsoft SQL Server 2005/2008 (expertise with Stored Procedures and User-Defined Functions), database structures, and ADO
- Hands on development with ASP.Net/C#.
- Budgeting skills
- Knowledge of web server infrastructure (IIS)
- Experience leading teams of software engineers in the development of web applications in an ASP environment. Must have below skills to manage team:
 - Advanced understanding of C++ and C#
 - Advanced knowledge of Windows 2003 Server environments
 - Proficient in Microsoft Visual Basic and Microsoft Visual Studio
 - Proficient in HTML, Active Server Pages, and JavaScript
 - Proficient in Microsoft SQL Server 2005/2008 (expertise with Stored Procedures and User-Defined Functions), database structures, and ADO
 - Knowledge of web server infrastructure (IIS)
 - Microsoft .NET experience
 - XML experience
 - Database performance tuning experience

If you meet the requirements and feel you are qualified contact Margaret Bechtel at mbechtel@360facility.com.