



<b>Job Title:</b>	Director, Software Engineering	<b>Job Category:</b>	Development
<b>Department/Group:</b>	Development	<b>Travel Required:</b>	N/A
<b>Location:</b>	Waukesha, WI	<b>Position Type:</b>	Full-time - Salary
<b>Level/Salary Range:</b>	Commensurate with experience	<b>Contact:</b>	Nicole Manderscheid

**Job Description**

**ROLE AND RESPONSIBILITIES**

We are currently seeking a Director, Software Engineering to provide the vision, leadership, and engineering direction to support the growth of the organization. This position has both strategic and functional management responsibility for all aspects of IT’s engineering, development, deployment, and post-production.

- Establish SDLC standards, policies and procedures for application including development, and deployment best practices for in-house teams.
- Develop roadmap and lead design and delivery of IT digital landscape with a focus on cloud adaption using industry best practices.
- Experience developing & deploying scalable software systems.
- Instill and establish DevOps model for faster delivery by leveraging infrastructure automation tools and technologies.
- Plan, implement, and maintain best practices that will drive a scalable, cost effective, flexible system architecture that is aligned with overall IT strategy and business goals.
- Ensure availability of systems and work closely with the infrastructure team to meet defined SLA’s for business operations.
- Provides senior level leadership to subordinates including assigning and managing work, monitoring performance, and conducting performance appraisals.
- Foster teamwork and cross functional collaboration between IT teams and business teams to achieve a high degree of customer satisfaction.
- Mentor, direct and evaluate team members to maximize engagement and develop breadth and depth of technical and management skills.
- Ensures all committed deliverables and associated timeframes are met.

**QUALIFICATIONS AND EDUCATION REQUIREMENTS**

- Bachelor’s degree in computer engineering or computer science or equivalent experience preferred.
- Seven years of programming experience with a track record of building and deploying software as part of a high-functioning team.
- Three years of direct experience managing a software engineering team.
- A demonstrated ability to structure, grow, and optimize a team for execution, including attracting top-tier talent and filling out gaps in the existing team quickly to accommodate growth.
- Seven years’ experience with modern development & open-source stacks, node.js, RESTful API integrations, etc.
- Five to seven years’ hands on experience with relational and non-relational databases (MySQL, NoSQL, PostgreSQL, MongoDB, Redis)
- Five to seven years of hands-on experience in software development, testing, and code review, TDD, and solid understanding of OOD & Agile development
- Hands on experience with DevOps, Cloud SaaS Architectures, Beanstalk, Docker or Kubernetes, RDS



- Experience with Data Warehouse platform on (Azure, AWS or Google), enabling enterprise analytics applications and functional analytics and data science solutions.
- Excellent communication, conceptual, critical thinking, analytical, problem-solving abilities, and organizational skills.
- Excellent system and application architecture and creating corresponding support documentation.
- Experience with technical project management.
- Experience working with manufacturing software a plus.

Approved By:	Vern Hanzlik	Date:	
Last Updated By:	Nicole Manderscheid	Date/Time:	