Director, Software Engineering

Paper-Less, LLC, is a wholly owned subsidiary of Information Systems Engineering, Inc., that specializes in the design, development, and support of a Manufacturing Execution System (MES) -- a software platform that connects, monitors, and coordinates complex manufacturing systems, data flows, as well as people on shop floors.

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 engineering, development, deployment, and post-production for our software products and our internal IT.

Key Responsibilities:

- Engage with leadership in determining strategy and tactical execution of identified company initiatives.
- Prepare annual business plan for development and assist in the creation of company-wide business plan; manage departmental goals and associated P&L.
- Establish SDLC standards, policies and procedures for application including development, and deployment best practices for in-house teams.
- Collaborate with Product Management on roadmap and design and delivery of digital landscape with a focus on cloud adaptation using industry best practices.
- Experience developing & deploying scalable cloud-based software systems.
- Oversee DevOps model for faster delivery by leveraging infrastructure automation tools and technologies.
- Ensure availability of systems and work closely with the infrastructure team to meet defined SLAs for business operations.
- Research vendor relationships for areas that make sense in the development process and/or internal IT.
- Collaborate with Professional Services to ensure alignment of Development resources and deliverables to implementation needs.
- Collaborate with sales and marketing to ensure alignment of Development resources and deliverables to market needs.
- 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/Engineering team and business teams to achieve a high degree of customer satisfaction.
- 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.
- 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 for department and team members.
- Collaborate effectively with all areas of the company and perform duties as required.

Required Skills:

- Master's or bachelor's degree in computer engineering or computer science or related field, or equivalent experience required.
- Ten 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.
- Experience and understanding of Business Manufacturing Systems.
- 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.
- Experience with .Net C#, JavaScript & Typescript and React / Material UI
- 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
- 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 Azure DevOps, Cloud SaaS Architectures, Docker or Kubernetes, RDS
- Familiarity with ORM's, Dependency Injection, InfrastructureAsCode (i.e., TerraForm).
- Experience with Data Warehouse platform on (Azure, AWS or Google), enabling enterprise analytics applications and functional analytics and data science solutions.
- Excellent communication, critical thinking, analytical, problem-solving abilities, and organizational skills.
- Excellent technical writing skills and ability to create corresponding support documentation.
- Some travel is possible.