Job Title:	Lead Developer	Job ID:	
Supervisor's Title:	Product Development Manager	Created:	23 Apr 24
Department:	Product Development	Revised:	

POSITION OVERVIEW

The Lead Developer is part of a small and mighty team that handles all areas of our technology stack and brings meaningful frontend experience to the team. You will play a crucial role in leading developers to build and maintain high-quality software products that meet the needs of our customers. You will be responsible for driving technical innovation, guiding the team in architectural decisions, and ensuring the successful delivery of projects in a fast-paced SaaS environment. You are also a critical participant in project scoping, estimating, and planning as well as a key stakeholder in internal process improvements.

ACCOUNTABILITIES

Technical Leadership
- Provide technical leadership and guidance to the Product Development team.
- Architect, design and implement robust, scalable, and maintainable software solutions that meet business requirements.
- Stay abreast of industry trends and emerging technologies.
- Evaluate new tools, frameworks, and methodologies to improve development processes and enhance product capabilities.
- Contribute to product strategy via collaboration with product management, the leadership team, and the CEO

Team Management
- Lead, mentor and motivate a team of developers.
- Foster a culture of collaboration, innovation, and continuous learning.
- Conduct regular performance evaluations and provide constructive feedback to team members, helping them grow in their roles.
- Contribute to ongoing team processes, including designing, problem scoping, estimating and planning development work with an emphasis on predictability.
- Promote industry best practices for software development and security.

Project Management
- Collaborate closely with product managers, designers, and other stakeholders to translate user and business requirements into technical specifications.
- Collaborate closely with stakeholders to define project scope and establish clear deliverables.
- Manage project timelines, resources, and priorities effectively.
- Lead the design, development, and implementation of software solutions, ensuring they meet both functional and non-functional requirements.
- Communicate effectively with cross-functional teams to ensure alignment and transparency throughout the development lifecycle.

Code Review and Quality Assurance
- Conduct code reviews to ensure code quality, adherence to coding standards, and best practices.
- Implement automated testing strategies to maintain software reliability and minimize defects.

Miscellaneous
- Participate in internal corporate process improvements
- Provide technical support to the Customer Operations team
- Write product documentation

KEY RELATIONSHIPS
- Development team
- Product Designer (UX)
- Product Management
- Customer Operations

QUALIFICATIONS

Education
- Bachelor's or Master's degree in a STEM field (e.g. Computer Science, Engineering, Mathematics, Physics, Chemistry).

Experience
- Demonstrated experience (10+ years) in software development, with a focus on leading teams and delivering SaaS solutions.
- Strong proficiency in one or more programming languages (e.g., Python, Java, etc.).
- 5+ years of full-stack web experience with modern web development libraries and frameworks.
- Demonstrated experience in frontend development, with proficiency in technologies such as JavaScript and React.

Knowledge, Skills, and Abilities

Knowledge:

- Modern software development best practices for web applications delivered via SaaS
- Modern software stack, including Linux and Python (NumPy, SciPy, Matplotlib, Pandas)
- Frontend architecture, tools and best practices
- System analysis and design
- Version control systems
- Operating systems fundamentals
- Database theory and data modeling
- Web development technologies, including HTML, CSS, JavaScript, HTTP, TLS, React
- Networking, data acquisition, and embedded systems (bonus).

Skills:

- Excellent leadership and communication skills, with the ability to collaborate effectively with cross-functional teams
- Deep understanding of software architecture, design patterns, and best practices
- Full-stack development for web applications
- Managing modern, cloud-based architecture (web frameworks, containers, Ansible, etc)
- Experience with cloud platforms (e.g., AWS, Azure, GCP) and containerization technologies (e.g., Docker, Kubernetes) is desirable.

Abilities:

- Quickly learn and adopt new technologies.
- Empathize with customer needs.