

## **Role Specification: Software Engineering Manager – Data Analytics**

**Location:** Newbury (Hybrid)

**Department:** Software Engineering

**Reports to:** Head of Software Engineering

**Job Type:** Full-Time

### **About the Role**

We are seeking a dynamic and highly skilled **Software Engineering Manager** to lead a team of software engineers and data scientists focused on the delivery of advanced **data analytics products**. This role will focus on leveraging **Machine Learning (ML)**, **Artificial Intelligence (AI)**, **large language models (LLMs)**, and cutting-edge analytics tools such as **Microsoft Power BI**, **Microsoft Fabric**, and **Databricks** to understand worker behaviours, operational challenges and opportunities and to drive organizational and employee performance for Totalmobile's customers.

As the Software Engineering Manager, you will be responsible for overseeing the development, deployment, and maintenance of data-driven solutions that deliver actionable insights. Your team will play a critical role in delivering functional improvements, data-driven decision-making, and overall business optimization by ensuring the quality and scalability of all analytics products.

This is an exciting opportunity for a strong leader who combines technical expertise in Data Engineering, LLMs, and Analytics with a passion for working with high-performing teams and creating impactful, high-quality solutions that leverage state-of-the-art technology to drive business outcomes.

### **Key Responsibilities**

#### **1. Leadership and Team Management:**

- Lead a team made up of software engineers, data scientists, and Quality Engineers in delivering high-quality, scalable data analytics products.
- Foster a collaborative, high-performance culture focused on innovation, continuous learning, and problem-solving.
- Provide mentorship, coaching, and career development for team members to enhance their technical and soft skills.
- Manage day-to-day operations, resource allocation, and project timelines to ensure that analytics products meet quality standards and delivery deadlines.

#### **2. Strategic Planning and Execution:**

- Work with Product teams to execute a strategic vision for the data analytics team, aligning technical initiatives with organizational goals focused on employee and organizational performance.
- Collaborate with cross-functional teams to understand business needs and translate them into actionable data products and solutions.

- Oversee the integration of Machine Learning, **large language models (LLMs)**, AI, and analytics tools (Microsoft Power BI, Fabric, Databricks) into the organization 's data architecture to support real-time decision-making and performance analysis.
- 3. Quality Assurance and Data Integrity:**
- Ensure the delivery of high-quality, accurate, and reliable data analytics solutions by applying best practices for data validation, cleaning, and integrity.
  - Establish and enforce software engineering best practices, including code reviews, automated testing, continuous integration, and deployment.
  - Work with stakeholders to define key metrics for measuring the impact of analytics products on organizational and employee performance.
- 4. Innovation and Continuous Improvement:**
- Lead efforts to stay ahead of industry trends in data analytics, **Machine Learning, AI, large language models (LLMs)**, and business intelligence platforms (Power BI, Fabric, Databricks).
  - Promote the adoption of new technologies, methodologies, and tools to improve the quality and performance of analytics products.
  - Encourage a culture of experimentation and innovation to continuously optimize data pipelines, models, and business intelligence outputs.
- 5. Stakeholder Collaboration and Communication:**
- Engage with business leaders, product managers, and other key stakeholders to ensure analytics products meet the business requirements and objectives.
  - Clearly communicate technical concepts to non-technical stakeholders, ensuring alignment between technical execution and organizational goals.
  - Provide regular updates on project progress, risks, and roadblocks, proposing mitigation strategies where necessary.
- 6. Governance and Security:**
- Ensure that analytics products are developed and deployed in compliance with data governance, privacy, and security standards.
  - Work closely with legal, compliance, and security teams to ensure that all analytics solutions adhere to internal policies and regulations.

## **Qualifications and Skills**

### **Essential:**

- **Experience:**
  - 5+ years of experience in software engineering, with at least 2+ years in a leadership role managing teams and software delivery.

- Familiarity with **Agile** methodologies and experience managing agile development teams.
- **Leadership:**
  - Proven track record in leading high-performing teams, with experience in coaching and developing talent.
  - Strong experience in project management, including prioritization, timeline management, and delivering on ambitious goals.
- **Business Focus:**
  - Strong understanding of how data analytics, AI, and **large language models** can drive employee and organizational performance, with the ability to translate business needs into technical solutions.
  - Ability to work collaboratively with stakeholders to understand business objectives and deliver impactful data products.

#### **Desirable:**

- Proven experience working with advanced analytics platforms, such as **Microsoft Power BI**, **Microsoft Fabric**, and **Databricks**.
- Strong hands-on experience with **Machine Learning** and **AI** technologies, including model development, training, and deployment at scale.
- Familiarity with **large language models (LLMs)** and their application to natural language processing, automation, and data analysis.
- Advanced degree in Computer Science, Data Science, Engineering, or a significant demonstrable experience in a related field.
- Proficiency in data engineering, data pipelines, and data processing technologies.
- Strong programming skills in languages such as **Python**, **R**, or **SQL**.
- Deep understanding of **ML/AI algorithms** and their application to real-world business problems, with particular focus on **large language models** for tasks such as document summarization, language translation, and content generation.
- Experience with cloud platforms (Azure, AWS, GCP) and tools like **Databricks** and **Power BI** for building and deploying scalable data analytics solutions.

#### **Personal Attributes**

- **Problem-Solving:** Excellent critical thinking and problem-solving skills with a solution-oriented mindset.
- **Communication:** Strong verbal and written communication skills; able to explain complex technical concepts to non-technical stakeholders.
- **Collaboration:** A team player who thrives in a cross-functional, collaborative environment.