

**Job Title:** Software Engineering Manager – Organise

**Contract type:** Hybrid

**Location:** Birmingham

**Reports To:** Ben Fearn, Head of Development



**About Totalmobile:**

At Totalmobile, we empower over 1,000 organisations and 500,000 workers to transform the delivery of field services through innovative software solutions. Our rostering product, Organise, is at the heart of this mission, enabling efficient and effective workforce management. As we embark migrate Organise from on-premises storage to the cloud and update its codebase from legacy languages to modern code, we are seeking an experienced and dynamic **Software Engineering Manager** to lead this transformation.

**Role Overview:**

As the Software Engineering Manager for the Organise team, you will lead, mentor, and inspire a high-performing Agile development team responsible for evolving our rostering solution. Your focus will be on driving successful delivery, ensuring quality, and fostering innovation. While this is not a hands-on development role, your technical acumen and leadership will be crucial in guiding the team through this critical migration and modernisation project.

**Key Responsibilities:**

- Lead and mentor a software engineering team, fostering a collaborative and high-performing environment.
- Ensure regular in-person engagement with team members in order to closely collaborate around delivery challenges
- Conduct regular 1:1 meetings, set clear objectives, and support professional development for team members.
- Oversee the end-to-end software development lifecycle, from requirements gathering , design to deployment.
- Provide visibility to senior management on delivery status, risks, issues and milestones.
- Manage multiple development workstreams, ensuring alignment with revenue forecasts.
- Work closely with product managers, stakeholders, and cross-functional teams to align technical requirements with business needs.
- Collaborate with quality assurance, infrastructure, architecture and other departments for seamless delivery execution.
- Implement and enforce best practices, coding standards, and quality assurance , in line with Totalmobile standard processes.
- Support the team in resolving technical issues and making informed decisions to ensure project success.
- Assume overall responsibility for the timely delivery and quality of the Organise product
- Act as a Scrum Master, driving Agile practices and continuous improvement initiatives.

**Skills and Experience:**

**Education & Background:**

- Bachelor’s degree in Computer Science, Software Engineering, or equivalent experience.

**Professional Experience:**

- Proven experience in a leadership role within software engineering, ideally in a SaaS environment.
- Solid understanding of Agile/Scrum methodologies and project management principles.
- Experience delivering complex software projects on time and within budget.
- General understanding of programming principles and experience with modern software development technologies.
- Familiarity with cloud migration processes and legacy code modernisation is highly desirable.
- Excellent people management skills, with the ability to inspire and motivate teams.
- Strong problem-solving and decision-making abilities, with a strategic and results-driven mindset.
- Exceptional communication skills to collaborate effectively with technical and non-technical stakeholders.

*Here at Totalmobile, we want all of our employees to feel valued, appreciated, and free to be who they are at work. We are committed to an inclusive workforce that fully represents many different cultures, backgrounds and viewpoints. We are dedicated to supporting inclusion and diversity at Totalmobile. We actively celebrate colleagues' different abilities, sexual orientation, ethnicity, faith, and gender. Everyone is welcome and supported in their development at all stages in their journey with us.*

**An Equal Opportunity Employer**