

Select Development Manager

Salary: Up to £36,000

Maitland House, Southend on Sea

Overview:

Lead and coordinate team of Select developers to build insurance products and frontend applications onto the Select administration system under the direction of the Development & Testing Manager.

Key Responsibilities:

- You will be responsible for the management of the Select team, providing SMART objectives, guidance and direction. You will carry out general management duties including 121's, quarterly and end of year reviews, holiday management and staff reviews. You will create and maintain a professional culture within the team, where individuals take ownership and are fastidious and proud of delivering excellence.
- To lead and coordinate project teams of designers and developers in order to deliver project solutions on time and to expectations. You'll be involved throughout all stages of the software development lifecycle: analysis, implementation, testing, debugging, release and handover.
- Working collaboratively with the Project and IT Teams to ensure that all aspects of development projects are delivered in a controlled and planned manner.
- Product and application build will be managed within the governance programme of work to deliver the product roadmap agreed by the business.
- Work with the Development and Testing Manager to define, document and enforce standards in order to drive consistency throughout the team. You'll ensure we build future-proof reusable components to help drive down development timescales and complexities. You'll ensure all development complies with the overall I.T. design and architecture strategy.
- This is not a hands on role, however you will be encouraged to develop an understanding of the development tools contained in the Select insurance system and will be given the opportunity to learn and use the tools as well as EdgeConnect UX platform if desired.
- Any other adhoc duties as required.

Skills and Experience:

Select and EdgeConnect are new systems and previous experience is not required as training will be provided.

Required:

Whilst this role may appeal to someone with a development background, traditional coding skills are not a prerequisite.

- At least 2 years' experience of managing a small team
- Proactive and highly organised with strong time management and planning skills including resource planning
- Project delivery experience
- Sound understanding of the project life cycle
- Ability to communicate effectively with staff across the IT and Select teams
- Excellent logical analysis skills and problem solving
- Attention to detail
- Motivated and Self-driven
- High levels of initiative
- Work well under pressure and to meet deadlines

Desirable

- JavaScript, HTML and CSS
- An understanding of insurance products

Qualifications

- Minimum of 5 GCSEs at grade C or above or equivalent to include Mathematics and English

Competencies:

- Communication
- People & Personal Development
- Team Work
- Customer Focus / Results / Excellence

About Us

The Hood Group is a privately owned business providing insurance solutions for over 30 years to some of the most well respected brands, insurance partners and financial intermediaries. Established in 1983, we came from modest beginnings in the City of London with a small team of passionate people who wanted to help change insurance for the better. We offer our partners an end-to-end service; from product and quote platform design through to sales and claims servicing. The Hood Group is now one of the largest employers in South East Essex with around 200 staff, award winning services and cutting edge technology.

We invest in the careers of all our staff, through training, qualifications and by providing a pro-active learning environment. We understand the importance of staff well being and maintaining a good work/life balance and also provide opportunities such as flexible working and career breaks. There is a Group funded Sports and Social committee and we provide free local gym membership, seated acupressure massages, and fitness classes in our onsite Wellbeing studio. On completion of probation we also provide an excellent benefits package that includes life assurance, pension scheme, medical cover, permanent health insurance and much more.