



Software Engineering Manager

– Position Description –

About Us

EthicalJobs.com.au is working to change the world, one job at a time.

We bridge the gap between thousands of not-for-profit organisations that strive to make our world a better place, and millions of passionate, values-driven people who want to “work for a better world”.

As a for-profit social enterprise and one of Australia’s top job-search sites for the not-for-profit sector and beyond, our platform supports the work of more than 7,000 for-purpose organisations around the country, and has a passionate community of 320,000+ unique users using the site each month. And our team and our platform are both growing fast!

You’ll be joining a friendly, passionate and successful team of 33 people who share a vision of a more equitable, just and sustainable world.

When we’re not working from home (as we are for the moment) our spacious office is just off Smith St in Collingwood, including a large outdoor deck for lunch in the sun and drinks after work, and great food and coffee just around the corner.

About the Role

As Software Engineering Manager, you’ll be responsible for leading, growing and managing an effective and high performing engineering team (currently 6 people) that delivers value to our customers and users.

You’ll be accountable for the team’s delivery of projects, application support and supervision of activities undertaken by the engineering team.

You’ll work closely with our Head of Product, Technical Lead and business stakeholders to ensure deliverables are fit for purpose, align to technology strategic roadmaps and are able to meet defined requirements.

You’ll build relationships with other managers, to share ideas and best practice, as well as maintain close alignment with others in the organisation.

Through your evolving understanding of our products and services, you’ll help the organisation reach its strategic priorities.

You’ll measure your success by your team delivering valuable high-quality solutions quickly and consistently.

Finally, you'll be accountable for day-to-day management of 6 software engineers, including their productivity and professional development, as well as recruiting and onboarding new team members – we have plans to recruit up to 6 additional new team members in 2022.

**** While primarily a line management role, we're very open to exploring the addition of technical leadership and/or hands-on (coding) responsibilities for candidates with suitable experience. Refer to our [Tech Lead](#) role currently being advertised.**

About You

With a background in software development, you're an experienced leader of people: you've led small or medium sized teams, ideally in a SaaS company, and have worked closely with Product Managers and Designers. You're also very familiar with Agile/Scrum principles.

You have demonstrable experience in guiding your team to achieve and sustain a high performing standard and are vested in building a great team culture. You weave your business acumen into daily conversations with technical team members to aid in their understanding and appreciation of business value, context and prioritisation.

You care: you want your team to succeed, your users and customers to benefit from the service you provide and the organisation as a whole to exceed its goals.

Finally, you're someone who's passionate about making a difference and "working for a better world", and you're excited about the work EthicalJobs.com.au does!

Key Selection Criteria

Essential

- 6+ years demonstrated leadership experience and success in building strong team culture, with a focus on people development, interpersonal skills and succession planning
- Experience recruiting and onboarding software engineers
- Strong communication (written/verbal) and coaching skills
- A continuous improvement, growth and experimentation mindset
- Experience and commitment to building diverse, high-functioning, and healthy engineering teams
- Excel in creating energy, clarity, and delivering results to your team
- Curiosity combined with a desire to ask hard questions
- Effective collaborator experienced in creating partnerships across intra-organisational teams
- Strategic and analytical skills, creative thinking and problem solving
- Familiarity with Agile/Scrum principles

Desirable

- Past experience in software engineering or other technical field
- Understanding of cloud computing concepts (ideally GCP)
- Experience with Atlassian product suite

Hours: Ideally full-time, but with an option to work 0.9

Reports to: General Manager

Direct reports: 6 (expanding to 10-12 in 2022)

Salary: A competitive salary (including participation in our bonus plan) will be negotiated with the successful candidate, based on experience.

What do you get beyond a great salary?

We're all currently working remotely, but once restrictions ease, you'll get:

- Flexible start/finish hours
- Work remotely up to 3 days / week
- Excellent paid maternity/paternity leave
- A beautiful office, close to public transport and great food on Smith St
- A light- and plant-filled work space, with beautiful outdoor deck for outdoor meetings and drinks
- A standing desk
- Unlimited fruit, nuts, chocolate, tea and coffee
- Pet-friendly workplace – a number of staff regularly bring their dogs in to make the office more fun
- The opportunity to have a real impact on the work of over 7,000 charities and social enterprises across Australia!

Excited?

To apply, please submit:

- A 1-page cover letter that succinctly outlines your relevant experience in relation to the selection criteria (please make it amazing!); and
- A copy of your CV.

If you have any questions about the role please email joel [at] ethicaljobs.com.au

Women, people of colour and people of diverse gender, age and cultural backgrounds are strongly encouraged to apply.

Application deadline: 9am, 28 February 2022.

Please note: Candidates will be reviewed and shortlisted before the application deadline, so early applications are encouraged.