

# Software Engineering Manager

---

Reports to: Sr. Director of Operations

Division: JAC

Classification: Exempt

Department: Engineering

Date: 12/13/2011

Approved:

---

## **JOB SUMMARY:**

Review current engineering processes, skills and development tools and make changes to improve business results. Think at a strategic level and translate that strategy into an action plan that will be executed by the assigned engineering groups. This position requires creativity, ability to think “outside the box” and the drive to push the team to success.

Maintain communication with R&D offices in Osaka and Tokyo at a strategic level to share ideas for new technology, development process and engineering techniques. Function as a leading part of a global team working to make a stronger company at a development level.

## **ESSENTIAL FUNCTIONS:**

1. Lead a team of Software Engineers (Digital Image Recognition, Waveform Analysis, Algorithm Development, Neural Networks, Advanced Development Tool Design) and Field Engineers (Global Data Collection and Product Testing) located locally and remotely.
2. Visualize and manage the creation of new development tools and applications for use in product diagnostics, data capture, and low level development for all product lines.
3. Analyze current development process, code architecture, and implement changes to increase efficiency and accuracy of development at a global level.
4. Communicate and Collaborate with local and remote resources outside the organization to complete overall company development objectives.
5. Analyze and report on relevant development metrics during all phases of the development projects.
6. Participate in the mentoring and career development of all direct reports
7. Control expenditures ensuring projects are completed within limitations of the budget.
8. Responsible for the maintenance of the engineering lab equipment.
9. Responsible for maintaining lines of communication with engineering department in Japan.

## **ADDITIONAL RESPONSIBILITIES:**

Performs other tasks as assigned or needed

## **JOB QUALIFICATIONS:**

1. Strong analytic and communication skills. Ability to write concise presentations/report of findings.
2. Ability and willingness to travel to domestic and overseas facilities.
3. Knowledgeable concerning modern fabrication and assembly techniques.
4. Understanding interdepartmental functions is essential to ensure that program schedules and objectives are met.
5. Originality and initiative are important as well as the ability to problem solve under pressure.
6. Has ability to work effectively with little direction and/or few guidelines.
7. Possession of strong electrical, mechanical, and software design skills.

## **EDUCATION AND EXPERIENCE:**

1. MS in Computer Science or equivalent degree required. (Strong math background preferred)
2. 5+ years of software development experience
3. 4-6 years in a team lead role with responsibility for supervising 5+ engineers & tech leads
4. Must be hands-on and highly technical leader
5. Must possess an in-depth knowledge of C/C++ (Borland and Visual Studios), C#, and object oriented design/object oriented programming languages and associated development tools
6. Must possess a working knowledge of SVN or any comparable source code control system.
7. In- depth knowledge of schedule tracking and resource allocation
8. A working understanding and prior experience with agile development methodologies
9. Must be able to manage release schedules for multiple similar and dissimilar products simultaneously
10. Excellent communication skills, both written and verbal

**PHYSICAL DEMANDS:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of the job the work requires some physical exertion such as long periods of standing, recurring bending, crouching, stooping, stretching, reaching or similar activities ; recurring lifting of moderately heavy items such as record boxes test equipment, product boxes. The work may require specific but common characteristics and abilities such as above average dexterity, full color vision, etc.