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# Job Description

## Software Development Team Lead

### HTK document

Job specification for a Software Development Team Lead role within the HTK engineering team.

ISSUE 1.0 | 13 February 2023

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## Document History

Date	Description	Version
09 Feb 2023	First draft for internal review	0.1
13 Feb 2023	Issued	1.0

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## About HTK

HTK is a cloud-based software-as-a-service (SaaS) provider, offering next-generation loyalty marketing and customer engagement solutions. Our clients include well-known national brands across the UK, in sectors including retail, sport, insurance, petrochemicals and central government.

HTK is part of the ITA Group family of companies.

ITA Group (with subsidiaries Hartmann Studios, CMB, NKD and HTK) delivers custom-crafted global engagement solutions that motivate and inspire employees, channel partners and customers. With operations globally and throughout the U.S., ITA Group infuses strategies proven to fuel advocacy and drive business results for some of the world's biggest brands. Find out more at [itagroup.com](https://itagroup.com).

HTK is an Equal Opportunities employer and is committed to staff development. You will enjoy assistance with training and professional development. HTK operates a hybrid working environment.

## About the role

Reporting to the HTK Chief Operating Officer and working closely with the HTK Business Analyst, you will be responsible for line-management of the HTK software engineering team, ensuring that product milestones are accurately planned, optimally resourced and delivered to a high level of quality.

As part of the HTK Operational Management Team, you will understand the strategic objectives of the business and the various 'tactical' demands upon software engineering resources, taking action to ensure that software delivery plans are realistic, achievable and routinely communicated across all departments. You will be required to inform and influence decisions relating to product delivery, and to coordinate all aspects of software development.

Leading the software engineering team, you will be responsible for individuals' week-to-week task allocation through sprint planning and daily supervision, whilst providing sufficient visibility into product objectives to ensure maximum productivity through a mantra of "getting it right the first time".

**This is a 'hands on' engineering role, and you will be expected to spend a significant proportion of your time designing, documenting and writing code.**

You may be required to attend calls with customers from time to time, to advise on architectural approaches to deliver solutions, and to collaborate with the HTK Project Manager on planning

considerations.

## Skills required

You will have team leadership experience, as well as an excellent knowledge of Java development (and, to a greater or lesser extent, the other languages and technology platforms used by HTK) within an agile context. You will have coached and developed software engineers in their professional roles, including appraisals, and be experienced in working alongside other senior team members in an organisation.

You will recognise the importance of design and documentation, and you will apply this in the team's work. You will have experience of best practice software engineering methodology, including test-driven development and continuous integration.

As a person, you are a good communicator and have a genuine interest in developing others. You are driven by change and improvement, and are open to finding new ways of working. A genuine 'team player' who thrives on challenges, you are solution-focused to solve problems through positive thinking, energy and enthusiasm.

## Responsibilities

- Reporting to the Chief Operating Officer, you will manage the engineering team day-to-day.
- Work with the HTK and ITA Group product team to plan sprints and groom the product backlog.
- Liaise with the HTK Operations team to ensure that change and release processes are followed, and that design and development takes account of operational requirements.
- Liaise with the HTK QA team to ensure that the process is efficient and effective, and that root cause improvements are routinely identified and applied.
- Manage the engineering team to achieve a solid "Definition of Done"; bringing aspects of development together to ensure that each sprint delivers useful product increments.
- Provide estimates and plan work, ensuring that a design-led process is adhered to.
- Support the resolution of urgent issues, and assist with work prioritisation.
- Coach and develop the engineering team, including monthly and annual appraisals.

We are looking for a strong combination of the following capabilities:

- Several years' experience in Java design and development
- Architecture of multi-tier, data-intensive systems
- Cloud based architecture using AWS services
- Good working knowledge of design patterns for enterprise software components
- Strong knowledge of both relational and non-relational databases
- Server-side development based on loosely coupled distributed services and high-throughput messaging (Java, Spring, SQL, jOOQ, Mongo, Kafka, Storm)
- Automated continuous integration using Jenkins, Maven and Puppet
- Front-end development (JSF, Javascript, jQuery, Vue.js)

Experience of the following will be very helpful:

- Machine learning and big data

## Benefits

HTK offers:

- A competitive salary
- 25+ days holiday per annum, plus:
  - An extra day of holiday on your birthday
  - Optional 2 days per-year free time to volunteer for a charity
- A contributory pension scheme, with optional:
  - Life assurance
  - Income protection
- Comprehensive private medical insurance (individual, couple or family)
- Flexible working hours, between 8am and 6pm
- Regular social events
- Flexible (hybrid) working

## Contact

For further information on this and other roles at HTK, please contact:

**Magda Porter**

HTK Head of Human Resources

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## References

None.