

Group Development Manager

About us

DeepMatter™ aims to revolutionise how chemistry is done by providing experimental recipes and recording real time data to improve productivity and discovery for scientists worldwide. Our InfoChem brand is a world leader in Cheminformatics and Retrosynthesis planning.

We are a vibrant, high-growth technology company with one development team based in the centre of Glasgow and one team based in Munich. Both teams have been working predominantly remotely since covid-19 and remote team working will continue to be a key feature.

The role

The role holder will oversee the software development teams ensuring they deliver software on time, to specification, quality and budget. Reporting to the COO, owning software development activities and deliverables, Agile process improvements and standardisation across the group sites. Working with the Product Managers to interact with the Product Development Process. This exciting role would be based ideally in Munich and native German language skills are preferred. The role will involve remote management of teams as well as travel between sites. Our team have been working predominantly from home recently and we expect a mixture of remote and office based working going forward.

Key Responsibilities

- Day-to-day management of the software development teams across the DeepMatter Group, and processes to deliver business objectives across all development activities;
 - Release Planning and Management
 - Development, Test and Documentation
 - DevOps for development and deployment
 - 2nd Line Support activities
 - Information Security
- Lead the creation of a new cross site team delivering multiple products, motivating staff and building a can do culture
- Rapidly recruit new development staff as required for growing organisation and retain existing through management and motivation;
- Manage outsourced development work and ensure successful delivery and integration into the product sets;
- Continually improve development processes to increase delivery capability and software quality; Implement agile best practices to improve team effectiveness and outputs. Build on your experience in agile software development to flexibly apply the right tools and process for the business need;
- Effectively plan based on available capacity across multiple sites to produce clear and deliverable release plans and technical roadmap;
- Be flexible to evolving business need and manage change as required;
- Drive a young dynamic growth environment, its development and processes, whilst maintaining and enhancing our vibrant start-up feel;
- Work with management and the wider team;
 - CTO to ensure software platform conforms to company long-term Data ambitions;
 - Product Manager to ensure user expectations are realised in development features;
 - Project Manager to ensure software development milestones conform to longer-term project milestones and are delivered on-time, in-full;
 - Data Science team to ensure algorithms and models move from Research to Development;

Key Skills, Experience & Requirements

- 10+ years' experience in IT sector with 2 or more in leadership role managing teams, budgets, and planning development;
- Experience of various agile tools and methodologies, flexibility to apply the right tools for the job;
- Proven experience in business change management, re-shaping teams and culture
- Experience of managing flexible resource pools: contractors, development agencies, whether near- or out-sourced;
- Ability to hire, train, retain, motivate and manage staff;
- Belief and commitment to deliver to milestones;
- Experience of creating and overseeing budgets and concise progress reports to senior management;
- Strong technical and analytical skills; with knowledge of modern software languages, platforms, and current methodologies, primarily: Agile, Java, JavaScript, C++and Google Cloud Platform;
- Understanding and experience of facets of developing straight to the cloud, whether Azure, AWS, or GCP.
- Qualification in Information Security is desirable
- Preferred location Munich, with German and English language skills, preferably native German speaker
- Role will require travel between group sites, though remote working practices will reduce this requirement.