

# VACANCY

## SOFTWARE DEVELOPMENT MANAGER: PROJECTS

Reutech Radar Systems is a radar development company located in Stellenbosch. We develop radar systems and subsystems for the defence, security and mining industries, both locally and internationally.

Are you a seasoned Software Development Manager with a passion for pushing the boundaries of technology? Our dynamic engineering company is seeking a visionary leader to join our team and oversee the development of cutting-edge software solutions.

As a Software Development Manager, you'll play a pivotal role in managing the future of technology, leading and inspiring a team of talented engineers to deliver innovative and impactful solutions.

### KEY GOALS & RESPONSIBILITIES:

#### Facilitating Agile Ceremonies/Stand-ups:

- The Software Development Manager is responsible for facilitating various Agile ceremonies such as daily stand-up meetings, sprint planning, sprint review, sprint retrospective, and larger product increment planning and retrospectives.
- They ensure that these meetings are effective, focused, and aligned with Agile principles, promoting a mindset of agility, adaptability, and customer focus. They help the team embrace these Agile values such as transparency, inspection, and adaptation, guiding them towards delivering maximum value to the project within the constraints of compliance and regulation requirements.

#### Removing Impediments:

- One of the primary responsibilities of the Software Development Manager is to identify and remove impediments that may hinder the progress of the development team. This could involve resolving conflicts, addressing resource constraints, or coordinating with other teams or stakeholders.

#### Facilitating Communication:

- The Software Development Manager facilitates communication and collaboration within the development team and with other stakeholders in the company.
- They ensure that information flows freely, that everyone is aligned with project goals and priorities, and that any issues or concerns are addressed in a timely manner.

### INHERENT REQUIREMENTS:

#### The candidate must hold one of the following:

- A 3-year university degree, an Honours university degree,
- A 4-year degree in a technical discipline, a higher education diploma with demonstrated prior learning based on industry experience.
- The candidate must have 10 years or more of relevant industry experience.

### COMPETENCIES:

- **Strong Understanding of Agile Methodologies:** A deep understanding of Agile principles and methodologies, including Scrum, Kanban, and Lean.
- **Excellent Communication and Facilitation Skills:** The ability to communicate effectively with team members, stakeholders, and other company employees, including active listening, clear articulation of ideas, lead ceremonies, and facilitate discussions.
- **Problem-Solving Skills:** The capability to proactively identifying and addressing issues that may impede the team's progress.
- **Conflict Resolution:** The ability to mediate disputes, facilitate difficult conversations, and help team members find mutually acceptable solutions.
- **Empathy and Emotional Intelligence:** The ability to understand the perspectives and feelings of others, build trust, and foster a positive team culture.
- **Technical Knowledge:** A basic understanding of software development practices and technologies. Overall, a successful Software Development Manager possesses a unique blend of technical expertise, interpersonal skills, and leadership abilities that enable them to effectively guide the team and drive successful Agile transformations.
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Should you be interested and meet the requirements, please submit your application to Clio Visser at [cliov@reutech.co.za](mailto:cliov@reutech.co.za) or [careers@reutech.co.za](mailto:careers@reutech.co.za). If you do not receive any feedback within 2 weeks of submitting your application, please consider your application unsuccessful. The company has the right to cancel or amend the vacancy as advertised.