

**Job Title:** Head of Engineering

**Location:** Camden, London / Hybrid

**Job Type:** Full-Time

**About Camden Digital and Data Services:**

Camden Council manages a vast and diverse technology landscape, supporting over 600 services for residents, businesses, and visitors, from Covent Garden to Hampstead Heath. In recent years, we've taken a strategic approach to technology and data, focusing on building strong foundations that empower the entire council to become more citizen-focused. As we look ahead, we're ready to leverage our investments and begin delivering the next phase of Camden's transformation.

**Role Overview:** As the Head of Engineering at Camden Digital and Data Services, you will be at the forefront of our transformation, the role is a senior leadership position overseeing the software development, technical architecture, and application management teams. You will play a critical role in defining and executing our technical strategy, ensuring that our services are secure, scalable, and deliver real value to Camden's residents.

**Key Responsibilities:**

- **Leadership & Strategy:**
  - Lead the transformation of our engineering, applications and architectural capability in line with Camden's organisational goals, reporting directly to our Chief Digital and Information Officer.
  - Oversee the strategic plan for our architectural vision and foster strong alignment and consensus across teams to ensure its successful implementation.
  - Provide technical leadership and mentoring around initiation, escalation and evaluation phases of key projects and programs.
  - Collaborate with senior leadership and other departments to ensure technical initiatives support the broader organisational objectives and community needs.
- **Technical Excellence:**
  - Be able to take a hands-on approach to problem solving, capable of digging into the technology when needed.
  - Drive the adoption of best practices in software development, including agile methodologies, DevOps practices, automated testing, and continuous integration/continuous deployment (CI/CD).
  - Stay informed of emerging technologies and trends, evaluating their potential impact on Camden's services, including cloud computing (Azure, AWS), containerization (Docker, Kubernetes), and microservices architecture.
- **Team Management:**
  - Manage and grow the engineering, application and architectural teams, focusing on recruitment, performance management, and professional development.

- Foster a collaborative and innovative team environment that encourages knowledge sharing and continuous improvement.
- Ensure effective resource allocation and project prioritisation, balancing short-term objectives with long-term strategic goals.
- **Supplier Management:**
  - Develop and maintain strong relationships with key technology suppliers, ensuring they meet service level agreements (SLAs) and deliver value to Camden.
  - Provide technical perspective when negotiating contracts and manage vendor performance, ensuring alignment with Camden's strategic objectives and technical standards.
  - Monitor and assess supplier performance through regular reviews, ensuring timely issue resolution and continuous service improvement.
  - Collaborate with suppliers to stay ahead of emerging technologies and ensure they support Camden's long-term vision and goals.
- **Stakeholder Communication:**
  - Serve as the primary point of contact for engineering and application-related matters, providing clear and concise updates to senior leadership and other stakeholders.
  - Communicate complex technical concepts in a way that is accessible to non-technical audiences, ensuring alignment and understanding across the organisation.

## **Technologies & Tools:**

Demonstratable experience of managing teams that utilise some of the following:

- **Software Development:**
  - Languages: Java, Python, JavaScript (Node.js, React, TypeScript).
  - Frameworks: Express.js / Fastify, Django, JSF
  - Databases: SQL Server, Oracle, PostgreSQL, MySQL, MongoDB
  - Data Stores: Redis
- **Technical Architecture:**
  - Cloud Providers: Microsoft Azure, Heroku, Cloudflare, AWS (future if required)
  - Containerization: Docker, Kubernetes.
  - Microservices Architecture (future).
  - API Design and Management: RESTful services, GraphQL.
  - Infrastructure as Code (IaC): Terraform
  - Platforms: Liferay, Netcall Liberty Create, Wagtail CMS
  - Integration Tools: Denodo, SSIS, FME
  - Middleware: Redhat JBoss/Fuse/ESB
- **Application Management:**
  - Monitoring & Logging: Prometheus, Grafana, ELK Stack (Elasticsearch, Logstash, Kibana).

- Security: Cloudflare, Microsoft E5 security tools.
- **DevOps & Automation:**
  - Version Control: Git, GitHub Enterprise
  - CI/CD Tools: Jenkins, GitHub Actions, Nexus Artefact Repository, Redhat Ansible
  - Configuration Management: Ansible, Puppet, Chef.
  - Automated Testing: Selenium, JUnit, Jest / VITest, Cypress.

### **Quality Assurance & Testing:**

- Proven experience in implementing and overseeing Quality Assurance (QA) processes and strategies within software development teams.
- Strong understanding of automated testing frameworks and tools, ensuring quality across different layers (unit, integration, end-to-end testing).
- Familiarity with automated testing tools, including but not limited to:
  - Functional, integration, and end-to-end testing.
  - Performance Testing, for load and stress testing.
  - Security Testing, automated security testing tools.
- Experience in establishing continuous testing practices, ensuring smooth deployments with minimal risk.
- Encourages and leads efforts towards test-driven development (TDD) and behavior-driven development (BDD).
- Familiarity with code quality tools to enforce coding standards and identify bugs early in the development lifecycle.

### **Our Requirements:**

- Extensive experience (8+ years) in software engineering and/or architecture, with demonstrated experience in both hands-on technical roles and leadership positions.
- Proven expertise in managing diverse teams across software development, technical architecture, and/or application management.
- Experienced managing situations where competing technical approaches or solutions arise (e.g., when two teams propose different technologies for the same application). Must have strong problem-solving skills to navigate and resolve such conflicts, ensuring effective collaboration and alignment with overall project goals.
- In-depth knowledge of the software development lifecycle, agile methodologies, and modern engineering tools and frameworks.
- Excellent communication and interpersonal skills, with a proven ability to manage and influence stakeholders at all levels.
- Familiarity with public sector digital services or experience working in a similar environment is a plus.

### **Why Join Camden Digital and Data Services?**

- Be a key player in transforming Camden's digital infrastructure, directly impacting the lives of residents.
- Work in a dynamic and innovative environment where your ideas can make a real difference.
- Competitive salary and comprehensive benefits package.
- Opportunities for professional development and career growth.

**How to Apply:** Interested candidates should submit their CV and a cover letter detailing their relevant experience and interest in the role.