Technical Lead

Salary Range: £68,238 - £81,777
Location: 5 Pancras Square
Reports to: Head of Digital Engineering

About the role

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. We're not just home to UK's fast-growing economy; we're home to the most important conversations happening today. We're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

You will be a Tech Lead for the Digital Engineering team, leading our understanding of how different digital technologies and platforms can be deployed to improve our citizens and businesses experiences when engaging with the council. You will influence all full-stack development, creating a strong framework for software engineering, ensuring that robust processes underpin the way we create and improve our products.

Working as part of a multidisciplinary team, you will report to the Head of Digital Engineering. Whilst this is a senior technical management role, you will retain "hands on" involvement in the Software Development Lifecycle. The role is responsible for advising on in-house development – starting from discovery, through iterative development on both new and existing products, through to launching new features that help improve the lives of those who live and do business in Camden. We have a range of technical stacks and systems to integrate with. Consequently, your adaptability, and willingness to learn new technology is just as important as your experience in particular technologies. You may find yourself working with Java, Python, and a variety of JavaScript frameworks.

Leading, governing and helping set the best practices for the software development of new services, you will lead by example, comfortable enough to get into the detail, and confident enough to operate in a software architecture/design capacity. You will be working with people across the council to explain the benefits of digital and agile ways of working and help them build their digital plans, articulating the value of excellent in-house software delivery. You will work closely with stakeholders across the council and develop excellent relationships across all areas.

The things you'll achieve

- Continuously deliver software from discovery to live for complex, risky and interdependent products and services, working in the open with the user at the centre of all you do, including working across multiple product teams concurrently
- Develop and implement software development standards and practice for the council, using the best of modern frameworks and using modern processes like test-driven development and pair programming
- Use open-source, cloud-based, loosely coupled technologies to make sure our technology remains nimble and easily iterated upon. Ensure services are built upon APIs wherever possible, including influencing towards these approaches in outsourced systems.
- Use cross-government and other shared platforms wherever possible to meet our needs. e.g., GOV.PAY, GOV.NOTIFY
- Set, and monitor performance against, technology standards for the council, including software development standards and practice; architectural standards and designs; dev. ops practice and culture
- Ensure that all software built, maintained, and run by your team meets user needs and pass the GDS service standard or equivalent peer review
- Work in agile ways within multidisciplinary teams; take user stories from writing to production; bake quality assurance into every story; take an active approach to working down technical debt
- Take responsibility for making sure our services don't become stale, continuously iterating in live
- Work with services to help them improve their technology systems, even when we haven't built them
- Make yourself available as a source of technology advice for anyone who needs it
- Constantly work to increase your empathy for those around you, so that technology becomes the means to achieve real human outcomes, not just a series of tools.
- Stay on top of emerging technologies so that we can experiment and implement wisely
- Lead on the creation of coding libraries and technical service patterns to support a Design System, enabling efficiency and consistency to build for our users
- Support design criteria sessions, specifically around technical constraints
- Define and create approaches to technical delivery within Camden, including coaching others from across Camden in best practice

About you

You are a passionate, experienced developer able to create products from scratch and pragmatically work with existing platforms to transform services. You'll thrive when using agile methods and enjoy championing and establishing best practices in terms of process and standards. You will encourage the adoption of an agile mindset within the services (lines of business) that we work with.

You will have a relentless focus on how well-informed user needs inform great products and meaningful outcomes and will inspire others to do the same. Setting software development standards and ensuring they're adhered to, defining high-quality service development and ongoing support. You will establish and promote a culture of learning, building, and leading a community of practice for software development.

As Tech Lead you will be an active member of the Customer, Technology and Data service, helping us modernise and think radically about the role of technology in the future of the council.

You will have experience of working with design systems and always champion user needs, evaluating proposed solutions and prototypes against their ability to serve the citizens of Camden. If you haven't had formal management experience yet, you will have strong experience of mentoring and peer to peer coaching. You will have great judgment and insight from your own dev work which will have included specialism in front and back-end development/ coding and be comfortable to work alongside DevOps teams to create the best set up and environments for your team. You will have demonstrable experience of building accessible AA complaint products. Ideally with an interest and commitment to creating public value, you will have developed products and services across platforms for diverse audiences - and you'll be as happy to code alongside colleagues and create a technical roadmap if that's what's needed.

Other important stuff…

Experience

- Leading other developers in prototyping and building products on a mix of tech stacks (we currently have products built in React/Java/Python/JavaScript as well as low-code platforms that need more front-end expertise, and will look to build new products in future)
- Setting service and development standards
- Developing services that takes account of the needs of diverse users
- Building complex services in code
- Working in a culture of continuous code release
- Working with a Design System
- Significant experience working in teams using agile methods and culture
- Significant experience in understanding and balancing client, organisational, and technical needs and knowing how to balance these when setting product strategy and direction.
- Significant experience of researching, prototyping, launching and scaling products and platforms from inception to live.
- Working with APIs and microservices architecture and managing the relationships between interdependent product and platform teams.

People management

- You will be Building and leading our development team; hiring a diverse team; setting behavioural standards and good practice; taking responsibility for professional development of the dev team and managing performance robustly.
- Line management/coaching
- Support more junior members of the team to set the direction of our products and lead colleagues to deliver product strategies

Work environment - Hybrid - from home. Working 1 day (sometimes 2) per week at 5 Pancras Square, London N1C 4AG

Who you will be working with - Work closely with the Head of Digital Engineering and Head of Technology to define solution architecture, engineering tool chains, best practice and governance processes.

- Internal at all levels including executive, senior officer, officers, and members.
- External, including local government, voluntary sector, public, private, membership bodies and professional bodies.
- Engage outside the organisation, promoting what we do; blog as necessary; do public speaking and attend events and community meetups to help us learn. Take an active part in the local government digital community.

The application process- *In keeping with Camden's commitment to inclusion the recruitment to this role is anonymised and supports the objective of reducing the impact of unconscious bias. The application process is supported by a combination of informal conversations, technical tests, and formal panel interviews.*

Who we are

Diversity & Inclusion

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

Asking for Adjustments

Camden is committed to making our recruitment practices as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk