

Job Description
Software Development and Engineering Manager



<p>Nature of Tasks:</p>	<p>Providing architectural and technical guidance to product development Ensuring sound engineering design, process and quality practices are followed. Ensure sound security engineering practices are followed Overseeing software certification processes Deliver finished, high quality, and compelling software products. Building and leading engineering groups, contractors and 3rd party vendors development projects</p>	<p>Compensation Range:</p>	<p>Rate dependent upon experience and qualifications.</p>
<p>Location of Work:</p>	<p>At company headquarters, with some travel required</p>	<p>Requirements:</p>	<p>Must sign confidentiality agreement, assignment of inventions, and non-compete agreement</p>
<p>Contractor Status (Optional):</p>	<p>None</p>	<p>Start Date:</p>	<p>Immediately.</p>
<p>Time Needed:</p>	<p>Overtime expected.</p>	<p>Reports to:</p>	<p>Charlie Kawasaki</p>
<p>Prepared By:</p>	<p>Charlie Kawasaki</p>	<p>Date:</p>	<p>August 2005</p>

PRIMARY OBJECTIVES

- Provide leadership to the software engineering team for your product area.
- Work closely with the executive team to define product direction. This includes in-depth engineering analysis of networking equipment, networking software, and network monitoring and management software.
- Work closely with product managers to ensure development meets or exceeds customer requirements. This includes ensuring that product designs are well document and communicated.
- Provide sound decision making for software engineering and product development, sensitive to the constraints and needs of the business
- Drive overall architecture, security and certifications of software products
- Manage the group software engineering schedules
- Monitor technology trends such as emerging standards for new technology opportunities
- Develop and execute software engineering plans, and manage software engineering schedules and resource allocation and budget. This includes managing joint development with 3rd party vendors, and managing outsourced development.
- Ensure, and create as needed, software engineering processes, practices and operations to ensure reproducible development and high quality, while keeping costs under control
- Engage in hands-on, in-depth analysis, review and design of the software, including technical review and analysis of source code. Will include reviews of in-house developed code, as well as review of technologies provided by 3rd party vendors.
- Provide employee development and teambuilding
- Provide employee coaching and mentoring
- Drive hiring, corrective action and terminations (with CEO and HR involvement) for software engineering team

QUALIFICATIONS

- Extensive experience with developing and delivering commercial/enterprise software required.
- BS Computer Science or BS EE required. MS preferred.
- 5 Years software architecture and engineering required.
- 5 Years project management experience required, including experience managing development teams.
- Experience with MSFT platforms required.
- Experience with networking architecture and protocols such as SNMP, HTTP, SOAP, SOA-Web Services.
- Experience with secure coding practices, thread modeling, vulnerability assessment
- Experience with network and server management
- Experience with Common Criteria, FIPS and other certifications a big plus
- Strong work ethic – someone who loves to “crank” out the great work and takes great pride in professionalism, responsibility, and proactive-ness.

TASK SKILLS AND FUNCTIONS

- Management and Leadership
 - Develop a compelling technical vision for the team
 - Ensure that appropriate training is available for employees
 - Ensure that the team is clear on goals and objectives
 - Ensure that the right tasks are assigned to the right people
 - Develop career and training plans
 - Identify areas for employee improvement
 - Conduct regular one-on-one meetings with staff, and drive annual performance reviews
 - Conduct software engineering meetings
 - Drive and manage schedules
 - Manage outsourced engineering services
 - Report on schedule and product progress on weekly basis
- Product
 - Assist executive and product management teams in development of product requirements – which may involve customer and vendor visits
 - Translate product requirements into engineering specifications and APIs
 - Provide ways to innovate
 - Drive engineering decision making based on sound business requirements
 - Identify sources of technology and data that can reduce development cost – such as licensing externally developed software
- Technical
 - Develop and maintain detailed software engineering and development plans
 - Conduct assessments of the right platforms and standards to adhere to.
 - Perform code reviews.
 - Develop product development processes including coding standards, technical documentation standards, QA processes, build, and configuration management. Ensure that such practices are followed
 - Manage technical relationships with component suppliers – specify APIs and requirements
 - Work with company attorneys to file patent applications
- Sales
 - Present technical architecture and direction to potential partners, customers or investors
 - Participate/Coordinate in technical due diligence for the company
 - Review sales material for technical correctness
 - Review sales/partner contracts for technical correctness and “do-ability”
 - Develop technical task and time estimates for proposals and bids
 - Manage OEM or custom development projects, working with Sales
- Skills required: Excellent people skills. Ability to recruit, motivate and lead a team.
- Skills required: Strong product development and engineering skills.
- Skills required: Strong communications skills, both in writing and speaking. Ability to excite and motivate employees, partner and customers with a compelling vision
- Skills required: Good understanding of the software business and its practices
- Skills required: Good organizational and time management skills