

Ascend to new heights in Defence Technology Innovation

www.exsel-group.com

INTRODUCTION

Exsel Group stands as a preeminent force in the realm of independent defence technology solutions. We specialise in delivering supreme engineering expertise, advanced technology systems and comprehensive support services where the imperatives of reliability, safety and protection are non-negotiable.

Tracing our legacy back to 1947 in the United Kingdom, Exsel Group has evolved into a multi-faceted organization with a presence across four strategic UK facilities and various locations across the globe. We cater to an international clientele spanning government agencies, defence sectors and commercial enterprises.

GLOBAL REACH

We are a key operational supplier to UK defence and offer our services globally. This provides our team members with unique opportunities for international travel and engagement. We pride ourselves on delivering exceptional customer service by establishing a robust communication framework with our clients. Our organisational structure is designed to facilitate integrated solutions, managed through proven project management methodologies.

PURPOSE OF ROLE – Software Engineering Manager

We are seeking a highly skilled and motivated Software Engineering Manager to lead and inspire our team of engineers in building innovative and scalable software solutions. This role combines technical expertise with strong leadership and strategic thinking to deliver high-quality projects on time and within scope

KEY RESPONSIBILITIES

Job specific responsibilities



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- **Line Manager:**

- **Team Leadership:** Recruit, mentor, and manage a team of software engineers, fostering a culture of collaboration, accountability, and continuous improvement.
- **Duty of care:** Ensure the well-being, safety, and support of their team members, including holidays and return to work.
- **Performance Management:** Conduct regular performance evaluations, provide constructive feedback, and identify growth opportunities for team members.

- **Technology Manager**

- **Innovation:** Stay current with industry trends, emerging technologies, and best practices to drive innovation and improve processes
- **Technical Oversight:** Provide technical guidance, direct and review engineering design, and architectural input to maintain high coding standards and robust system design.
- **Technical Proposals / Bid Support:** Technical expertise, defines project scope, collaborate with stakeholders, assesses risks, estimate budget and resources, and produce a compelling narrative.
- **Development Network Manager:** Overseeing and maintaining the software development systems to ensure they operate efficiently and securely.

- **Management team**

- **Collaboration:** Work closely with Systems Engineering, Electronics Engineering, Software Engineering, and Programme



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Management teams to identify requirements and deliver exceptional user experiences.

- **Project Management:** Integrate with Project Managers to facilitate project planning, prioritisation, and execution, ensuring alignment with business goals and timelines.
- **Resource Allocation:** Managing resources effectively to meet project goals and deadlines.

Other Responsibilities

The Software Engineering Manager is directly answerable to the Group Directors for carrying out the following activities:

- Advise the Directors and Business Development teams with strategic advice from a technological and capability viewpoint.
- Ensuring that products are fit for purpose; meeting the customer's needs and the contractual obligations and also compliant with legislation appropriate in the target market.
- Liaising with the Project Managers to ensure resource availability and assist them create schedules and project plans.
- Developing relationships with customers, generating and delivering presentations.
- Using the company performance review process to identify staff's training and professional development requirements and helping them fulfill them.
- Ensuring the safety and general wellbeing of the staff they are appointed to manage.

GENERAL

- The job holder will require a valid driving licence.
- Excellent written and verbal communication skills.



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- Attention to detail and problem solving.
- Strong organisational skills with the ability to multi-task and work under pressure.
- Ability to be flexible and work outside core hours on occasion.
- Travel to other Exsel group sites and occasional overseas travel may be required.
- Must be able to work in the UK without restrictions & meet UK government security vetting criteria.

HEALTH & SAFETY

- Adhere to all relevant Health and safety procedures and observe safe working practices. All work to be conducted in a safe manner.
- All tools and equipment are to be cleared away at the end of a task and work area cleared up before the end of working day.
- All hand tools (if used) are to be maintained in a safe useable condition..

KNOWLEDGE, SKILLS & QUALIFICATIONS

- Bachelor's degree in computer science, Engineering, or a related field; advanced degree preferred.
- 5+ years of software engineering experience, including 2+ years in a leadership or management role.
- Proficiency in programming languages (e.g. C, C++, C#, Java, Python) and development frameworks.
- Strong understanding of software development methodologies, including Waterfall, Agile & DevOps
- Exceptional communication and interpersonal skills.
- Proven ability to manage multiple projects and priorities in a fast-paced environment.

EMPLOYEE BENEFITS AND WORKLIFE BALANCE



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- Competitive salary.
- Training & development opportunities.
- Apprenticeship programs.
- Company pension.
- Early finish on Fridays.
- Free guest accommodation in various locations (home and aboard).
- Birthday holiday
- Service milestones.
- 25 days holiday, including 3 days Christmas closure, plus Bank Holidays (x8).
- Recruitment Reward Scheme.
- Flexible maternity options after month 9.
- Paid paternity leave.

CANDIDATE PROFILE

Our employees are the driving force behind our achievements. We invest in their professional growth, and in return, they bring innovation, enthusiasm, and a relentless pursuit of excellence to our operations. We seek individuals who are passionate about making a meaningful impact on the world and believe that a role with us can facilitate that ambition.

We encourage applicants who are also former Armed Forces personnel, Reservists and Cadet Force Volunteers, you will be made very welcome amongst our existing staff, who have shared your past experiences, and have been with us for many years. If you have the skills, mindset, and attributes to make a difference in the business then take the next step in your career by becoming a part of the Exsel Group.

For more information see www.exsel-group.com, to apply to join our dynamic team, please forward your CV and covering letter to careers@exsel-group.com

