



# Farmvet Systems Ltd

Farming Data, Yielding Insight

## Software Development Manager

Are you a leader seeking the perfect combination of established company security, start-up freedom and you want to make a real difference to the global challenges facing our planet, health and food security? If you're looking for a role that offers hands-on, small-team buzz and creativity backed by big company benefits and peace of mind, all whilst improving the health of animals, people and our planet, then Farmvet Systems Ltd is for you.

We are a veterinary data software company founded in Northern Ireland in 2010 with a market leading product, envisioned by the founder who is currently the CEO and Product Owner. We help mobile, rural, farm animal vets make the best decisions possible for the animals under their care, so that farmers can efficiently produce safe, affordable food. We significantly impact the responsible use of antibiotics and reductions in energy use, water use and greenhouse gas emissions on farms whilst increasing the efficiency of milk and meat production. Since 2018 we've been owned by Vetoquinol - a multinational company headquartered in France who recognise us as highly strategic for their exciting transformation from pharmaceutical manufacturer to solution provider to the animal health and adjacent industries. Join our team of software professionals, some of whom have been here from the foundation of the engineering team, and discover what it's like to have the best of both worlds.

- Small team working diligently, efficiently and intelligently using scrum methodology
- Hybrid remote and flexible in-office working
- 32 days paid holidays per year (including statutory holidays)
- Flexible, family-friendly working
- Annual bonus scheme
- Work with business stakeholders from across Europe and beyond
- Make a real difference to global sustainability

Farmvet Systems is looking for an experienced Software Development Manager to lead our scrum team based in Mid-Ulster. Working on our core cloud-based VetIMPRESS SaaS product for the farm animal veterinary market, you'll liaise with the Product Owner and the others alongside you in management team (including Technical Architect, Customer Operation Manager and Technical Support Manager) and lead the development scrum team to encourage every engineer to do the best work they can to quickly and efficiently deliver value to our customers.

The ideal candidate will have experience with agile software development processes, excellent organisational and communication skills and a level of business acumen to facilitate discussions about the delivery of value with the management of the sales and marketing teams. Experience managing an IT team is required, with demonstrable expertise in creating a culture that delivers

to high expectations for the continual improvement of a platform and the ability to plan and track close to or ahead of clear and agreed expectations communicated to customer facing teams.

Reporting to the CEO, your role will primarily focus on:

- Understanding the key strategic developments required by the Product Owner and balancing this with the needs of existing customers in the form of requests for engineering time; technical support issues (bugs and change requests).
- Taking responsibility for managing the development team to organise sprints and being the master of the needs of the scrum team.
- Working with the technical architect, who has a particular interest in clean architecture, test driven development and development principles such as DRY and SOLID, to discuss (technically) the most agile way to achieve sustainable development and to encourage the scrum team to perform to the best of their abilities.

You'll have:

- IT team management experience,
- Industry experience and qualifications in agile project management e.g. PMI Certifications or Scrum CSM - Alternatively, traditional project management qualifications (e.g. PRINCE2), with recent and significant agile experience is acceptable
- A track record of project management success (agile or traditional)
- Entrepreneurial or marketing knowledge and experience

Given the nature of the role, the ideal person will have

- Held a developer/engineer position in a previous company during their career
- Excellent written and oral communication skills in English
- A pro-active and results-focused approach to delivery
- Detail-oriented and highly organised mindset
- The ability to talk comfortably to senior managers, subject matter experts and technical staff as well as (from time to time) customers and stakeholders whose first language may not be English.

Previous experience as a Software Development Manager, Project Manager or similar is ideal, as is a background in agriculture, pharmaceuticals or veterinary medicine but candidates will be assessed on their own individual skills and abilities. Preferably your previous experience will have included the deployment and implementation of a software platform to a customer base.

As a Software Development Manager, your responsibilities will include:

- Managing all the activities of the scrum team
- Setting attainable goals to team members to complete the project on time
- Providing guidance to team members to encourage work productivity
- Making sure the timeline is followed by the scrum team
- Ensuring appropriate procedures and processes are followed
- Monitoring, evaluating, and ensuring the completion of tasks and projects

- Ensuring the team is focusing on: analysing software requirements, implementing design plans, reviewing code, testing and debugging applications
- Validating that the required documentation of the applications is done, in order to ensure consistency and sustainability of the tool

In practical terms this will translate to:

- Daily management of development sprints beginning each day with stand-up meetings, continually working with the development team to seek clarification of requirements, participation in sprint planning, sprint retrospective and sprint review meetings.
- Attendance at backlog grooming and backlog prioritisation meetings to understand direction from the product owner and requests for engineering time from customer support and technical support teams (who currently utilise Jira Service Management® to manage their interactions with customers and business stakeholders).
- Once business requirements are clarified for you, you will work with the technical architect and the development team to further curate robust development tickets in the software development issues management system (currently Jira Software®)
- Continually being available to the scrum team members to discuss technical challenges they are facing and to break down requirements into sections of value which can be delivered.
- Assisting with delivering product demos to stakeholders on a regular basis to showcase new features and improvements.
- Reacting to product owner when there is new urgent feedback or service disruption to determine when adjustments should be made to planned work to accommodate remedial work.
- Keeping abreast of the latest best practices in agile software development practices and being aware of the technologies used in cloud based applications, data analytics and visualisation tools.

Salary: £45-60k depending on experience