

Wenco International Mining Systems (www.wencomine.com) is a software development company that provides GPS-based fleet management systems for open pit mines worldwide. As Wenco continues to build the next generation of technology, we need a wide range of professionals to help us achieve our objectives. We are currently looking for a full-time **Director of Software Engineering** to join our head office located in Richmond BC.

GENERAL SUMMARY: Reporting to the VP, Research & Development, the Director of Software Engineering will play a key role within the Development group. This position manages and directs the software engineering teams towards continued successful delivery of Wenco products and product lines, while contributing to technical product strategy and roadmaps. They understand key problems, propose and analyze multiple solutions and lead the team to produce the most efficient, cost effective, and rapidly scalable solutions. The ideal candidate has a passion for building cutting edge software and solutions, loves growing highly productive technical teams, is inspired and motivated to build successful products and likes to have fun at work.

The R&D group is made up of 8 internal scrum development teams, quality assurance teams, technical writing and product management. This role will be responsible for managing the engineering and development teams (both local and remote), helping to modernize the department processes with cloud based DevOps and development and increase the quality of the products utilizing increased automated testing frameworks and practises.

Key Deliverables:

- Provides leadership, mentorship, oversight and direction to the research and development group across multiple agile software development teams in multiple locations.
- Accountable for the day to day department execution planning and technical implementation process to achieve the best results.
- Works with product management to help map technical requirements with business objectives and plan resource utilization.
- Works with DevOps system engineers to optimize and plan continuous integration, automated testing and technical standards across the department.
- Works with program and product management to plan product and system releases

Responsibilities:

- Lead, mentor and support highly effective teams of passionate engineers to foster a high performance culture.
- Integrating closely with cross functional teams, including software, hardware, firmware, cloud, mobile, BI and UI/UX
- Working with R&D Managers and Architects, set the technical direction for the teams, drive the evolution of the systems architecture, and make appropriate technology choices.
- Manage the delivery of software using Agile and Scrum best practices including continuous integration and test driven development.
- Take a hands-on approach to the entire software development lifecycle: work with R&D Managers, Program managers and Product Owners to help guide project implementation to ensure successful, on-time releases; demonstrate ownership and accountability for the team's delivery.
- Work effectively with product managers, engineers and the engineering leadership team to allocate engineering resources appropriately across various projects, including balancing customer needs with longer-term product roadmap needs.
- Implement processes and metrics to ensure that the department is efficient and focused, and that delivered products are market ready.

- Enable a culture of creativity, collaboration, speed, innovation and excellence while continuously elevating the quality and caliber of our engineering organization.
- Maintain a productive work environment, and keep the team focused and fulfilled.
- Participate in the identification of new services, technology, open source and other beneficial technology offerings and how they may benefit our product lines
- Support the VP, R&D on business strategic planning by participating in budgeting, forecasting, SRED and cost management activities

EXPERIENCE, KNOWLEDGE, SKILLS AND ABILITY REQUIRED:

Experience, Knowledge & Requirements

- Bachelor's Degree Computer Science, Engineering or relevant field, Master's Degree desired
- At least 10 years of technical supervisory management **required**
- At least 5 years of senior software development or architect level experience **required**
- Proven experience leading engineering teams through the entire product development lifecycle.
- Demonstrated track record of successfully hiring, managing, coaching and retaining leaders and quality engineers.
- Software development experience building enterprise client/server/mobile applications, cloud based solutions and embedded systems
- Demonstrated experience leading the design, development, delivery and maintenance of large scale and high-performance platforms, including online web and analytics processing.
- Demonstrated experience leading multiple Scrum teams
- Knowledge of release management and deployment workflow processes, from development release through staging and production deployment.
- Exceptional interpersonal skills with a proven ability to build productive cross-departmental relationships and motivate team members. Must have a positive, can-do attitude and value collaboration.
- Experience managing remote teams (internal and/or outsource) across time zones a great asset.

Skills and Abilities

- Ability to lead and motivate multiple cross functional teams
- Expert knowledge of C++, C#, TCP\UDP\HTTPS, API, web services, micro services, cloud based design patterns, high volume real-time system processing, IoT.
- Strong problem-solving skills
- Ability to collaborate with different department heads
- Ability to effectively prioritize and execute tasks in a high-pressure environment
- Strong written and verbal communication skills
- Strong interpersonal skills
- Highly self-motivated and directed

WHY JOIN WENCO?

- We provide opportunities for growth within the company
- We offer an extensive benefits plan
- We provide a fun working environment, including Fresh Fruit Mondays and Popcorn Fridays, along with table tennis, foosball, and electronic darts in our office
- We offer opportunities for continuous training and development (in-house and external) to learn the latest technologies
- We offer our employees performance related bonus structures



Getting More Out of Your Mine

- We provide free parking and shuttle service for employees using transit
- We are heavily involved in the community and join various events of non-profit organizations
- We offer much more!

Wenco advances the efficiency and safety of the world's surface mining equipment through our fleet management systems. We are committed to providing a stable yet exciting work place environment for individual employees to build and grow their career with the Company.

Wenco is an Equal Opportunity Employer.

Disclaimer

The information in this description has been designed to indicate the general nature and level of work performed by employees. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job. It is not intended as an employment contract. Job descriptions are subject to change, which may not necessarily affect compensation.