



JOB EVALUATION QUESTIONNAIRE

Job Title:	Team Leader Software
Approved Position Titles:	Team Leader Software
Department:	Software (Kaufering Software Unit)
Reports To:	Head of Software Delivery India

General Summary

The Team Leader for SW is responsible for leading the relevant development team(s) to ensure high quality, efficient, and competitive SW development according to Hilti's strategy, solution business plans, and roadmaps. This role oversees the processes & practices to develop longer-term visibility to overall resourcing and investment levels in alignment with the respective BUs.

This role develops the long-term vision, goals, and KPIs for the development teams, identifies & supports the development of the necessary skills & competencies needed to execute the Hilti strategy, and ensures continuous improvement and scalability of the teams.

Principle Duties and Responsibilities:

- Responsible for ensuring timely, high quality, full-solution software releases that meet and exceed stakeholder requirements by overseeing the SW development processes (to include active, continuous improvement & maintenance projects) and partnering closely with stakeholders on SW release plans & roadmaps
- Maintain visibility to status of projects within the team(s), resolves conflict, handles escalations, and communicates status across teams & management as needed
- Create & maintain long-term view of technical solutions & services, define and ensure continuous improvement processes aligned with agile ways of working. Ensure technical competitiveness of developed solutions
- Lead department(s) and drive team member engagement by communicating the team vision, strategy, and plans in a compelling way. Keep team members updated on management strategy & decisions.
- Define & map competencies and skills needed for the team. Build-up these competencies by owning the hiring process, contribution (performance) evaluations & feedback, and by assessing, supporting, & enabling the development of team members. Manage 3rd party vendor support staff & relationships, as relevant.
- Enforce agile SW development process, maintain tool chain, and drive test automation
- Own, manage, & maintain budget for respective department
- Remain current on latest technologies, tools, development standards and trends



JOB DESCRIPTION

Job Specifications:

- Bachelor's degree in computer science, software engineering, engineering/project management, or similar. Master's degree preferred.
- 5+ years people leadership experience (leading a development team, involved in hiring & people development)
- Broad technical experience in the field of agile, user-driven software development (i.e., embedded SW (close to hardware), mobile apps, PC SW, web/cloud-based SW, SW for multi-platform systems, human machine interface design, etc.)
- Conceptual IT solution design and architecture skills; agile mindset
- Strong analytical, problem-solving, presentation, and stakeholder management skills with ability to communicate clearly & in an impactful way across various stakeholders (business partners, management, technical teams)
- Ability to prioritize requests & business needs, developing clear roadmaps/release plans
- Excellent documentation, visualization, demonstration, coaching, and project management skills
- Experience in supporting or driving change management
- Ability to understand team members (strengths, weaknesses, interests, motivations, willingness), create impactful develop plans, and support team member career progression
- Effective coach & mentor with desire to lead/support teams. Positive mindset while maintaining sense of urgency on strategy & project deliverables
- Proven ability to deliver projects within scope, on time, and within budget
- Strong analytical skills; creative, innovative, and open-minded. Willingness to embrace change & new technologies
- Strong proficiency of the English language (verbal & written)