



Oasis Asset Management Ltd Position Description

Position Title : **Development Team Lead**
Reports to : Manager, Application Development
Business Unit/Section : IT Application Development

1. Primary Objective

The primary objective of the role is to:

- Perform the people leadership of the development team including recruiting, performance management, training, development, CIAP reviews and general line management of the team.
- Perform the resource management activities for the development team including work allocation, capacity planning, and managing resource utilisation and recharging.
- Perform the improvement initiatives required of the development team including review and recommend appropriate development tools, methodologies, and process
- Support the Manager Application Development to build IT solutions required to support the Oasis business.
- Support the Manager Application Development, and Service Delivery Lead to manage and communicate the pipeline of project work with business and project stakeholders.
- Support the Service Delivery Lead in estimating projects in the definition phase to be delivered by IT Application Development.

The Development Team Lead will be a member of the IT Application Development management team and, as such, will contribute to developing strong business engagement and an effective risk management culture across IT.

A key accountability will be to work with colleagues in the IT to build and maintain a high-performance culture across Oasis IT and develop a continuous improvement mindset and focus.

The Development Lead will be expected to leverage, where appropriate, processes, standards and capabilities that exist within ING Australia. Developing and maintaining relationships with key members of the INGA IT Application Development team is an important aspect of this role.

2. Major Accountabilities

Core responsibilities:

- Leadership
 - Work with the IT Application Development Leadership team and extended IT Leadership team to define “what success looks like” and communicate that effectively within the team.
 - Communicate the OASIS strategic direction and relate the day-to-day work of people in the IT Application Development team to the Oasis strategy.
 - Create and maintain a “high performance” culture and an environment of personal accountability within IT Application Development that is consistent with OASIS values.
 - Ensure that excellent individual and team performance is recognised and celebrated.
- People / Resource Management
 - Undertake recruiting, line management (CIAPS) & performance management of staff
 - Responsible for the training and development of team members.
 - Ensure that performance is managed effectively, that exceptional performance is recognised and rewarded and that unsatisfactory performance is managed.
- IT solution design and build.
 - Work with business customers to proactively identify ways of delivering business value through technology solutions and innovation.
 - Contribute to the design for IT Solutions (which will be undertaken by the Oasis Architecture team).
 - Build, configure or acquire technology solutions.
 - Establish and maintain processes and methodologies to ensure that IT solution design and build activities are delivered in a high-quality and cost-effective way. Provide metrics that enable tracking of this on a regular basis.
- Project delivery
 - Actively participate in project planning to ensure the availability of IT services and resources for projects
 - Assist with the handover of new services into IT Production Operations ensuring sufficient support agreements and documentation in place to provide ongoing support in line with stakeholder expectations
- Financial.
 - Work with Oasis business units, INGA and other stakeholders to ensure efficient cost effective delivery of IT Application Development services to the business customers.
 - Manage resources in the team to meet budgets including the utilisation and recharging targets.
- Quality, Compliance and risk management.
 - Identify and report key operational risks relating to management IT application development processes and assess the business impact of these risks.
 - Build and maintain a culture of transparency in relation reporting IT-related risks.
 - Work with the IT Team Leaders and staff to pro-actively implement processes and strategies to reduce and mitigate operational risk.

3. Key Communications

- **Manager, Application Development** - Daily and as required to report issues / resolutions and receive direction.
- **Application Development Team Leaders** – As required in conjunction with project and support of Application Development services
- **Business Customers** – As required to fulfil the requirement of the Application Development business engagement needs.
- **Other IT Managers** – As required for reporting and engaging other IT teams to ensure the successful engagement of Application Development.

4. Knowledge, Skills and Experience

The role holder must have the following qualifications and experience:

- Relevant tertiary qualifications.
- At least 5 years of experience in infrastructure services in Information Technology.

The role holder must be able demonstrate:

- Excellent team leadership skills;
- Highly developed development and problem solving skills.
- Significant experience in SDLC and supporting methodologies.
- Proven ability to deliver complex business solutions
- Excellent written and oral communication skills.
- Strong mentoring and coaching skills.
- Highly developed influencing skills
- Proven delivery of tools and their use to drive productivity improvements.
- Excellent relationship management skills

5. Potential Career Paths

- Manager, Application Development
- Other IT Management / leadership roles.