# Lead Engineer – Java (ZIP)

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| Job title | Lead Engineer - Java | Job family | Product & Technology |
| **Grade** | Kochi level - 03 | **Reports to** | Steve Warburton (Principal Engineering Manager) |
| **Location** | Kochi (Hybrid) | **Team size** | 6 direct reports |

| About the role: |
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| The Zellis Intelligence Platform (ZIP) is a purpose-built application designed to deliver a source of data for Analytics and Data Integration. We have built a schema that presents the key data points necessary to drive insightful analytics and data visualisations through Power BI whilst also delivering a suite of APIs to enable third party solutions to integrate with Zellis HCM Cloud.  The team responsible for developing and maintaining the ZIP software, including the vast suite of Read and Write APIs, as well our “Notification Hub” product, is expanding to cope with the increased demand for new data and integration solutions. We will be creating a second engineering team made up of a new engineering lead, multiple engineers and multiple test engineers. |
| **Role accountabilities and responsibilities:** |
| **In this role your key responsibilities will be:**   * Take overall responsibility for the quality of the product area covered by your team. * Provide leadership and day-to-day line management of a team of java and test engineers, including the coaching and mentoring of individual team members. * Promote best practice to continually raise standards and challenge team members to look for their own solution. * Collaborate with other engineering teams and product owners to ensure the successful and robust execution of seamless integration of data between multiple systems. * Role model the use of Azure DevOps (ADO), ensuring accurate completion to promote continuous improvement. * Ensure the team follow the SCRUM agile methodology ensuring all ceremonies are adhered to – planning, retrospectives and demos. * Suggest and develop improvements to our current product offering. * Respond appropriately and competently to the demands of work challenges when confronted with changes, ambiguity, adversity, and other pressures. * To actively undertake research and development in improving areas of the ZIP application suite. * Provide 2nd line support to our application and technical support teams.   **Essential knowledge / skills / behaviour:**   * At least three years experiencing leading an engineering team, using Agile methodologies. * Strong experience in developing with the following technologies:   + Java – version 11 and later.   + Spring, Spring boot and Spring Security   + JPA   + Kafka Connect   + Azure Cloud   + REST APIs   + The ODATA protocol   + OAUTH authentication   + JUNIT   + Mokito   + Karate   + Cucumber   + Docker   + Kubernetes   + Postman * Good experience in using Structured Query Language (SQL). * Some experience in using HELM and Terraform. * Must have good analytical and proactive problem-solving skills, recommending solutions. * Excellent verbal and written communication skills. * Ability to work well and calmly under pressure with both internal and external stakeholders. * Background in HR and payroll data validation (preferred, but not Mandatory). |
| **Special circumstances / Other requirements e.g. travel requirements, working arrangements etc** |
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| About Zellis Group |
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| We are Zellis Group. The UK and Ireland’s leading provider of pay, reward, analytics and people experiences.  Zellis Group consists of three companies - Zellis, Moorepay and Benefex - who provide services to different customers and have the autonomy to design and deliver products to meet their unique needs. We are three distinct and successful businesses, but there is power as a group.  Our overall purpose is to *power exceptional employee experiences so you and your people do better*.  **Our history**  We have over 50 years of heritage and industry experience – and we’ve been ahead of the curve throughout.  More than half a century ago, we were founded as Peterborough Data Processing. Quite a lot has changed since then – not least our name.  We were acquired by Northgate, becoming NorthgateArinso in 2007 and NGA Human Resources UK and Ireland in 2014, where we were joined by Moorepay. In 2018, the UK and Ireland division was sold to Bain Capital and now we operate as a standalone company.  After acquiring Benefex, we’re now even better equipped to serve the complex needs of our customers.  In September 2020 we launched Zellis HCM Cloud, the exciting next evolution of ResourceLink, our flagship payroll and HR solution.  **We’re proud of our culture**  At Zellis we work hard to create a culture where people want to join, belong to, and be part of a progressive organisation. We’re committed to recruiting and retaining a diverse and inclusive workforce that is representative of the customers we serve and the communities we operate in.  **Our values,** which were defined with input from all of our 2,000 colleagues, are not empty words on a poster. They reflect who we are, and how we operate as a business.  A screenshot of a computer  Description automatically generated |

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