

JOIN OUR TEAM!

Cognition+™

www.gocognition.com

Software Development Manager

About Cognition+

Cognition+ is a team of talented and dedicated people on a mission to deliver transformative digital solutions to insurance companies of all sizes. In addition to a fully customizable Enterprise Insurance Management Platform, Cognition+ offers on-demand support, connectivity, cybersecurity, and development services. Founded in 1993, we have gained a deep understanding of our client's business needs and challenges and have invested in R&D to build the next-generation of insurance technology solutions.

With a focus on teamwork, commitment, and trust, we know it takes people with diverse perspectives, ideas, and cultures to make a company succeed. We believe that hiring the best talent will lead to the creation of better products and services to keep our clients on the leading edge. If you are looking for a challenging opportunity for your work to make a lasting impact and your career to grow then we want to meet YOU!

Website: www.gocognition.com

Why Choose Cognition+

1. Competitive compensation package including benefits, group RRSP and incentive plan
2. Flexible work hours that offer work/life balance
3. Opportunity to learn, grow and innovate
4. Friendly and supportive team environment
5. Opportunity to provide your input into making this organization successful

The Role

As a Software Development Manager, you will play a critical role in overseeing the development of high-quality enterprise software solutions. You will manage a team of talented technical leaders, fostering a culture of accountability, collaboration, and continuous improvement. Your leadership will be key in driving the success of our software development lifecycle and ensuring the delivery of robust, scalable, and efficient software products.

This position can be performed from our office in London, Ontario or remotely within Canada. Remote-based employees may occasionally be asked to travel to our office for meetings or team-building events.

Role Responsibilities

1. **Leadership and Management:**
 - Provide strong leadership and direction to a team of software development and database leaders
 - Foster a culture of accountability, collaboration, and continuous improvement
 - Mentor and develop technical leaders, helping them to grow their skills and advance their careers
2. **Quality Focused:**
 - Instill a quality-driven culture at all stages of development
 - Identify techniques to ensure quality practices advanced in-line with new software code
 - Focus on automation for enforcement of quality standards
3. **Product Engagement:**

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- Oversee the design, execution, and delivery of our enterprise software products
 - Ensure product requirements and quality standards are met within target timeframes
 - Collaborate with product management and other stakeholders to define technical requirements and priorities
4. **Technical Guidance:**
- Provide technical guidance and support to team leads, and development and database teams
 - Ensure adherence to best practices, coding standards, and architectural guidelines
 - Stay updated on emerging technologies and industry trends to drive innovation and improvement
5. **Performance Monitoring:**
- Establish and track key performance indicators (KPIs) to measure the success of development projects
 - Conduct regular performance reviews with leaders, providing constructive feedback and setting clear goals
 - Identify and address performance issues promptly and effectively
6. **Resource Management:**
- Manage resource allocation and capacity planning to ensure efficient utilization of development and database teams
 - Identify and address skill gaps, providing training and development opportunities as needed
 - Assist in the recruitment and onboarding of new team members
7. **Collaboration and Communication:**
- Facilitate effective communication between development teams, product management, and other stakeholders
 - Promote a collaborative and inclusive team environment
 - Draw from industry experience to advocate for all areas of software development, including those relating to security, performance and extensibility

Required Qualifications & Skills

- Bachelor's degree in Business, Computer Science, Engineering, or a related field
- 7+ years of experience with software development, with at least 3 years in a leadership or management role
- Proven track record of successfully managing software development projects and teams
- Strong technical background with experience in Java/J2EE/Spring MVC, JavaScript frameworks especially Angular, HTML5/CSS3, Oracle and Oracle Cloud Infrastructure (OCI)
- Excellent leadership, communication, and interpersonal skills
- Strong problem-solving and decision-making abilities
- Experience in gathering and analyzing data to drive decision-making
- Proven experience managing a budget

Nice To Have

- Experience working in a software as a service (SaaS) environment
- Knowledge of DevOps practices and tools

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APPLY NOW

Interested candidates are encouraged to apply online at
www.gocognition.com/join-us/

Equal Employment Opportunities

Cognition+ is committed to employment equity and welcomes diversity. We encourage applications from qualified individuals from all backgrounds.

Cognition+ provides accommodations to applicants with disabilities throughout the hiring process. If you require accommodation, please contact Human Resources at hr@gocognition.com or call 519-432- 8553 ext. 362.

We thank all applicants for their interest in this position, however, only qualified candidates will be contacted for the next steps in the process.

