Research Software Engineer Team Lead

Department: Directorate of Technology, Estates & Facilities - Faculty IT (Research IT)
Hours of work: Full time (37 hours per week)
Contract type: Open
Salary: £42,155 - £51,805 (Plus £6,000 market Supplement)
**Introduction**

DTEF is responsible for ‘providing outstanding work, study, research facilities, and facilities to enhance the student experience, on campus and online’.

Our directorate consists of three sections which are:

**Technology:** IT Infrastructure: Research IT, Networks, Faculty IT and Security, Systems, Desktop and Print.

Digital: Software, Projects, BA/change management.


Estates Development: Estates Programmes, Projects, and DTEF Engagement.

**Facilities:** Campus Services: Facilities, Admin. & Customers, Accommodation & Room Bookings

**Commercial Services:** Retail, Catering, Conferences, Nursery, Copy & Print, York Sport, York Science Park Ltd & Guildhall.

This role is based within the Research IT team within IT Services.

**Main purpose of the role**

Members of the research IT team are technical specialists who are responsible for the development, implementation, support of relevant infrastructure; to facilitate research and teaching within the University with a mindfulness of IT security.

The postholder will lead the Research Software Engineer Team, suggest and apply computational technical experience, and promote the use of research software engineers, high-performance computing, and cloud facilities at the university.

**Key responsibilities**

Role holders will be required to undertake some or all of the duties below

**Role Specific Responsibilities**

- Lead & deploy Research Software Engineers across the University, directing the allocation of work & ensuring that tasks are completed to a high standard and within agreed timeframes & that changes are implemented effectively.
- Manage the professional development and capability of the teams, to ensure they meet the current and future service needs of the Department.
- Participate actively in the execution and advancement of research programmes by the development of appropriate research software
- To assist and train other researchers in creating research software to ensure that their projects are successfully completed
Liaise and build relationships with key staff, teams and external service providers to ensure that detailed technical requirements are understood in the design and implementation of all works relating to RSE projects.

Support the Head of research IT and academics in all matters relating to Research IT.

To write or contribute to publications or disseminate research findings, including public engagement to non-research specialist organisations using other appropriate media

Manage and monitor RSE project grant buyouts to ensure maximum efficiency is achieved. Contribute data to influence budget setting and team expansion.

Design and develop inductions, training & demonstrations relating to Research IT.

Oversee the technical input into the implementation of work, directing team members as appropriate in the design and conduct of RSE projects.

Where required, be a member of project groups, inputting experience and knowledge and be a member of the Technical Support Group.

Responsible for the strategic direction of the work areas identifying how they input into the development planning processes, including the provision of data to support academic activities.

To cultivate a culture of continual personal and service development to foster an open, collaborative and innovative working environment

University of York Responsibilities for Grade 7

Service and Operational Delivery

- Contribute to operational leadership and decision making to shape the nature and level of professional and support services within own area of responsibility.
- Line manage and lead the work of a team or section; optimise use of resources and ensure team objectives are met; set the overall direction and goals of the team.
- Accountable for delivery of a service for a large or complex area or across multiple service areas.
- Make effective use of digital solutions to carry out operational activity and lead the development of efficiency improvements.
- Provide support and encouragement for members of the team through effective leadership; demonstrate compassion and give advice on commonly occurring wellbeing issues

Continuous Improvement

- Review service / operational delivery, identify additional service requirements or shortfalls and develop innovative solutions to progress.
- Promote the improvement and efficiency of services by implementing and managing the review and improvement of service procedures.
- Review internal and external practice to identify and deliver opportunities for future improvements or efficiencies.
- Apply expertise to identify, understand and propose resolutions for significant, long term or complex problems.
- Proactively identify opportunities for building new personal knowledge and skills for self and others. For roles at this level with line management responsibilities, ensure training and development needs of the team are met.
- Deliver knowledge sharing on specialist defined processes to the broader team and/or the University.
Specialist Contribution

- Act as a specialist point of contact for dealing with complex data and information sources, providing interpretation and analysis.
- Responsible for shaping the development and learning of others both within and outside of the team, through the design and delivery of training sessions.
- Provide expert professional subject expertise and problem-solving skills, sharing knowledge with the team as needed.

Collaboration and Communication

- Produce communications for promotional and reporting purposes, designing and structuring information and facts, applying creative and innovative principles to influence and engage.
- Actively participate in internal and external communities of practice and knowledge sharing with a view to inform and improve future service or operational delivery plans and development.

Governance and Oversight

- Oversee activity to ensure all processes and transactions are delivered in line with regulatory and professional service and policy standards, ensuring appropriate controls and monitoring interventions are in place.
- Provide advice to stakeholders regarding compliance and regulations where there is a level of ambiguity or discretion to be applied.
- Horizon scan to understand emerging legislation and regulation and support consideration of the University’s response.
- Where applicable to the role, take responsibility for health and safety considerations of the work environment, through the completion and implementation of risk assessments.

Planning and Organisation

- Responsible for the planning and organisation of the workload of the team across a range of activities, on a regular basis.
- Contribute to longer term planning requirements at operational and occasionally strategic level; make recommendations about future resource requirements.
- Lead large scale projects to facilitate major service or operational change.
## Person specification

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<th>Role Specific</th>
<th>Essential/Desirable</th>
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<tr>
<td>Broad understanding and in-depth knowledge of Research Software Engineering, software development practices and a range of research software techniques and methodologies</td>
<td>Essential</td>
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<tr>
<td>Knowledge in a specialist academic area to engage in high quality research from a research software point of view, that will complement and enhance the department’s research strategy and goals</td>
<td>Essential</td>
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<td>Experience of successfully line managing a team or other management or supervision experience</td>
<td>Desirable</td>
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<td>Ability to identify sources of funding and contribute to the process of securing funds, with collaborators</td>
<td>Essential</td>
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<td>Experience of undertaking publicly evidenced high quality research software engineering projects.</td>
<td>Essential</td>
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<td>Well developed analytical and coding skills</td>
<td>Essential</td>
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<td>Flexible attitude towards work, willingness to respond to time led demands</td>
<td>Essential</td>
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### University of York Person Specification for Grade 7

#### Qualifications:

Level 6 qualification. (Qualifications at this level include a degree. Please [view the full list](#). We also welcome applicants with equivalent non-UK qualifications or equivalent professional experience.

#### Skills - demonstrates the ability to:

- Lead large-scale projects
- Gather, analyse, interpret and report complex data/information
- Use digital technologies including Google applications and/or Microsoft Office
- Communicate to engage and influence others

#### Behaviours:

- Works collaboratively with others
- Delivers a quality service
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<th>Develops self and others</th>
<th>Essential</th>
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<td>Actively champions respect, inclusivity, equality and diversity</td>
<td>Essential</td>
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<td>Identifies and implements continuous improvement</td>
<td>Essential</td>
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**Additional Personal attributes:**

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| Our Directorate has developed a set of core values that promote dignity and respect for all. All our staff are expected to adhere to these values and therefore the following personal attributes are essential. A full copy of our values can be found on our website at: [Our values](#) | 
| Be honest, consistent and fair in all dealings with colleagues and be welcoming and inclusive to others | Essential |
| Have strong team spirit and pride in your standard of work | Essential |
| Value colleagues and support their commitment to behaviour that is consistent with our core values | Essential |