

Job Number: F-1204-6
Title: Team Lead, Application Development
Location: Cleveland, Ohio
Type: Full Time
Start date: ASAP
Salary: Up to \$110,000.00 yearly
Minimal travel as required
Relocation Assistance available

Position Responsibilities:

The Application Development Team Lead will provide high quality technology solutions that address business needs by developing applications for business clients. Requires a strong background with Internet based programming and knowledge of various IT disciplines. Communicates effectively, while working closely with other groups to coordinate design, development, and testing efforts of assigned application components to ensure the successful delivery of projects.

Essential Functions:

Strategy & Planning

- Provide guidance and input into Quarterly Work Plans.
- Manage Application Portfolio, including release and end-of-life planning.
- Research and evaluate new development standards and tools, working with other Technology leaders to make decisions.
- Plan and coordinate system upgrades that impact applications, including database, and application and web servers.
- Compile and recommend wants/needs for the annual budgeting process in Unix/Linux technologies and prepares presentation to senior IT management.
- Determine staffing and skills requirements.
- Drive change.

Acquisition & Deployment

- Lead development team in the Design, Elaboration, Construction, and Transition Phases in building custom web applications and websites.
- Manage daily project work.
- Provide necessary resources to development team to maximize productivity.
- Work with support teams to resolve production issues and plan new development efforts.
- Develop client relationships through communication and engagement on projects.

Operational Management

- Act as a Subject Matter Expert in the discovery and investigation of new projects and initiatives.
- Mentor and coach team members, including professional apprentices.
- Work with customers to build and formulate business requirements.
- Develop documentation, white papers and presentations to all levels of management and technical staff.
- Provide daily management and leadership to the development team.
- Create and manage development work plan to track all project deliverables and communicate development status within the broader technology team.
- Conduct activities like staffing, performance and resource management, and strategic direction of the team.
- Create and maintain development plans for each team member, including training, skills assessment, career planning, and goal planning.
- Set employee objectives, monitor and evaluate performance and provide feedback and mentoring.
- Manage personal growth objectives for the Team in conjunction with Career Development Office.
- Manage, develop and mentor subordinates toward the building of a strong team.
- Apply resourceful and decisive decision making to achieve goals.

Incidental Functions

- Coordinate various operational and administrative tasks as necessary.
- Work with a cross-functional team on special projects expanding outside of our normal scope of work.
- On-boarding and off-boarding contractors and other temporary staff as needed.
- Develop prototypes or small application projects as required to meet business demands.
- Contribute to various process improvement initiatives as requested.
- Assist with other projects as may be required to contribute to efficiency and effectiveness of the work.
- Responsible for hiring activities and fulfilling affirmative action obligations and ensuring compliance with the equal employment opportunity policy.

- Minimal travel as required
- Work outside the standard office 7.5 hour workday as required.

Experience Required:

Knowledge & Experience

- 10+ years IT experience in software development and system integration area.
- Ability to work with customers to build and formulate business requirements.
- Ability to develop documentation, white papers and presentations to all levels of management and technical staff.
- Use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- 5+ years experience managing a development team with proven ability to successfully lead projects.
- 5+ years of web development experience, working on application and website projects.
- 5+ years of Oracle and PL/SQL; various Database Management Systems (DBMS) experience.
- Fundamental experience generating activity status and metrics reports preferred.
- Experience creating and delivering performance appraisals preferred.
- Familiarity with budget planning and preparation preferred.

Personal Attributes

- Proven leadership, strong decision-making, and team management skills.
- Exceptional analytical, conceptual, and problem-solving abilities.
- Strong written and oral communication skills.
- Strong presentation and interpersonal skills.
- Ability to conduct research into application development issues, standards, and products.
- Ability to present ideas in user-friendly language.
- Able to prioritize and execute tasks.
- Ability to work in a team-oriented, collaborative environment.

Education Required:

Formal Education & Certification

- Bachelor Degree in related field or equivalent experience.
- MBA preferred.