

JOB DESCRIPTION

ROLE: SENIOR ENGINEERING LEAD

LOCATION: LONDON (HYBRID)



ABOUT US_

At Talon, we provide our clients with world class service, technology, and collaboration to create exceptional OOH campaigns that deliver measurable results.

In our first 10 years, our desire to offer intelligent, creative, technology-led OOH solutions and a full-service OOH offering saw us grow into a team of over 230 people located in key cities across the globe.

We're passionate about OOH and are on a mission to drive the growth of this sector within the media industry – changing perceptions of it as a legacy medium to one that is highly effective, creative, sustainable, and measurable for our clients.

OUR VALUES AND HOW WE WORK TOGETHER_

WE ARE BOLD_	WE ARE HUMAN_	WE ARE SMART_
<p>As industry provocateurs and pioneers, we respectfully challenge the status quo, take pride in our people, big ideas and partnerships</p> <ul style="list-style-type: none">• We embrace change• We challenge respectfully• We lead the way	<p>We are a diverse collective of changemakers who value respect, fairness, and integrity and expect the same in return</p> <ul style="list-style-type: none">• We value collaboration and togetherness• We are empathetic• We embrace individuality	<p>Our trailblazing spirit and learning centric culture ensures our knowledge provides maximum value to each other and our clients</p> <ul style="list-style-type: none">• We grow and learn• We are trusted• We are mission possible

THE ROLE_

Senior Engineering Leads at Talon develop our market leading products, crafting code as well as leading team members in agile software delivery. Working with the Product Owners they will create and manage their product roadmap.

We are looking for curious & inquisitive technology practitioners. You can expect to work in small (5-8) people teams, working very closely with the end users, iteratively developing and evolving the solution. We are continually on the search for passionate, bright and energetic professionals to join our team.

Working with other Senior Engineering Leads (both in house and 3rd party) and the CTO you will shape the architecture of our platforms across the Talon group in the UK, North America and other emerging markets.

RESPONSIBILITIES AND RELATIONSHIPS_

- Day to day management of the product backlog and development team delivering the fortnightly sprints.
- Working closely with the Product Owner to ensure the backlog meets the overall business strategy.
- Co-ordinating the sprint showcases and other ceremonies.
- Development and delivery of applications using Java, React, Angular, MongoDB and Amazon Web Services.
- Analysis, design, coding, and implementation of large-scale custom-built applications.
- Code refactoring and optimisation.
- Virtualisation & DevOps. Experience with Teraform, Kubernettes, and Docker preferable.

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- Ability to learn new technologies and adapt to different situations.
- Ability to handle ambiguity on a day-to-day basis.
- Working within a larger development team across the UK and India.
- Develop technical aspects of the company's strategy to ensure alignment with its business goals.
- Help departments use technology profitably.
- Build quality assurance and data protection processes.
- Acting as a mentor to team members.
- Coach the engineering and operations teams and lead conflict resolution.
- Investigate and champion projects which increase the social and environmental impact that we make for our clients / customers
- Advocate the value of positive social and environmental impact within your team.
- Participate in projects and initiatives which drive Talon's commitment to positive social and environmental causes. E.g., charity partnerships, volunteering, carbon offsetting etc.
- Role model the Talon values and behaviours to help ensure the best possible culture and tone is set throughout Talon

WORKING HABITS AND CORE SKILLS_

In addition to the software engineering skills mentioned above:

- Negotiating
- Recruitment and selection skills
- Project management skills
- People management
- Organisational planning
- Strategic capability
- Independent decision maker
- Able to work as part of a team
- Organised

YOUR EXPERIENCE AND QUALIFICATIONS_

In addition to the software engineering experiences mentioned above:

- Excellent communication skills.
- Strategic thinking.
- Problem-solving aptitude.
- Knowledge of technological trends to build strategy.
- Experience of servicing a range of clients at a senior level.
- Understanding of budgets and business-planning.
- Experience in an out of home, media owners and/or agency environment.
- Significant experience of leading and managing internal and external teams.
- Ability to conduct technological analyses and research.
- Ability to delegate efficiently.
- Build and maintain excellent relationships with internal and external clients.

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BENEFITS INCLUDE

Pension	Enhanced maternity/paternity/shared parental pay
Life Assurance	25 days annual leave, increasing every year by 1 day up to a maximum of 30 days
Permanent Health Insurance	Birthday Leave
Private Medical and Dental cover	Voluntary/Charity leave
Access to private GP appointments	Feel Good Allowance
Smarter Working (hybrid working, flexible working hours, work from anywhere for 2 weeks of the year and an early Friday finish!)	Summer Fridays
Eye Care Vouchers	Monthly Massages
Season Ticket Loan	Cycle to Work Scheme
Home set up allowance	Training allowance



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