



Job Summary – Software Development Manager

Location: Lutterworth, UK

Reports To: Director of Software Development

Department: Software Development

Role Overview

Intercede is seeking a highly capable **Software Development Manager** to lead and inspire software development and test teams. This role will oversee the development of our product suite, including bespoke software customisations and enhancements, ensuring high-quality delivery that meets both internal and external stakeholder expectations.

The ideal candidate will have strong leadership, project management, and technical skills, with a background in agile methodologies and delivering secure, enterprise-grade software solutions

Key Responsibilities:

- Lead and manage software development and test teams for assigned products and projects.
 - Ensure adherence to the Software Development Life Cycle (SDLC) and Intercede business processes.
 - Serve as Scrum Master to drive sprints, manage releases, and remove technical blockers.
 - Provide weekly progress updates, resource plans, and risk mitigation strategies.
 - Collaborate with Product Management, Engineering, Professional Services, and Pre-Sales to align development efforts.
 - Maintain high performance standards through coaching, mentoring, and structured performance reviews.
 - Act as an escalation point and be accountable for delivery, quality, and performance.
 - Contribute to continuous improvement in team processes, tooling, and practices.
 - Support career development and succession planning for team members.
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Required Experience & Skills:

- Degree in Software Engineering or related discipline.
- Minimum of 5+ years in a software leadership or management role.
- Proven experience leading software teams of 20+ developers/testers.
- Strong software engineering background with an understanding of modern coding standards, patterns, and tools.

- Demonstrated success delivering complex software projects on time and within budget.
 - Hands-on experience with Agile/Scrum, sprint planning, backlog grooming, and release management.
 - Proficiency in risk management, resource allocation, and stakeholder communication.
 - Knowledge of secure software development practices and the cybersecurity industry.
 - Understanding of ISO 9001 / ISO 27001 quality standards.
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Key Competencies:

- **Leadership & Team Building:** Ability to inspire, lead by example, and build high-performing teams.
 - **Planning & Execution:** Skilled at breaking down requirements, estimating work, managing priorities, and delivering under pressure.
 - **Communication:** Strong verbal and written communication skills. Able to clearly articulate goals, expectations, and progress to both technical and non-technical audiences.
 - **Problem Solving:** Analytical and solution-oriented with the ability to troubleshoot, analyse root causes, and implement improvements.
 - **Customer Focus:** Committed to understanding and delivering on customer needs.
 - **Organisational Awareness:** Understands internal structures, processes, and how to influence key stakeholders.
 - **Continuous Improvement:** Driven by personal development and the desire to improve team processes and outputs.
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Desirable:

- Experience working in a security-focused software environment.
 - Familiarity with commercial aspects of software development such as cost management and change control.
 - Prior involvement in succession planning or team structure optimisation
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