

Engineering Practice Lead



Purpose

This role is responsible for driving quality software development excellence across multiple engineering disciplines by establishing and fostering Communities of Practice. This role provides technical leadership, establishes and evolves engineering standards, supports team capability uplift and ensure high quality delivery across teams and squads.

This role operates across teams and squads to embed modern engineering disciplines and practices that align with our TSB Strategic Objectives

Role dimensions

- **Reports to:** Head of Core Banking Platforms
- **Department:** Technology Services
- **Location:** New Plymouth, Auckland or Wellington
- **Direct Reports:** Yes
- **Financial Authority:** No

Person specifications

- Proven leadership in software engineering or technical practice roles in complex organisations, financial services ideally.
- Deep knowledge of modern engineering practices (e.g DevOps, TDD, cloud-native development)
- Strong coaching and influencing skills with experience in uplifting engineering capability at scale
- Excellent communication, stakeholder management and collaboration skills

Role specific areas of responsibility

- Lead allocated engineering disciplines within the technology team, developing high performing capability and ensuring delivery against agreed OKRs and/or KPIs
- Establish, facilitate, and grow multiple Communities of Practice (CoPs) across key engineering disciplines, ensuring they are effective in sharing best practices, setting engineering standards, and driving innovation across engineering teams.
- Lead the development, coaching, uplift and education of technology standards and practices within allocated engineering disciplines through communities of practice
- Lead community of practice initiatives and promote knowledge sharing across squads and teams.
- Ensure alignment and compliance of systems to established standards and engineering practices through governance, collaboration and capability oversight across platform and delivery teams
- Contribute to the recruitment and budgeting forecasting of delivery capability / capacity for delivery
- Actively encourage and facilitate the development of self and others. Seek opportunities for continuous professional development, guidance and feedback on performance, while building and maintaining high levels of team engagement and motivation
- Partner with delivery stakeholders and business teams to ensure predictable, scalable and high-quality delivery outcomes.

From time to time there may be additional activity not contained within this position description that the appointee is to complete in the interests of the appointment and their own personal development.

This position description provides a broad overview of responsibilities. The position description is a living document, and the Bank reserves the right to amend from time to time as required.