

**HWM-Water Ltd**

Ty Coch House
Llantarnam Park Way
Cwmbran
NP44 3AW
United Kingdom

Tel: +44 (0) 1633 489 479

Fax: +44 (0) 1633 877 857

Web: www.hwm-water.com

Firmware and Mobile App Development Manager

About Us

HWM is a leading manufacturer of utility monitoring solutions developed to save customers water, energy, time and money. Our services include the design and manufacture of telemetry equipment, along with installation and data delivery expertise. We have over 30 years' experience delivering services to the water, wastewater and gas sectors.

HWM provides customers with the ability to manage their water, gas and electricity networks remotely by providing remote data acquisition and services based on IoT products.

Job Purpose

We are currently seeking an enthusiastic, passionate and success-driven candidate to join our Senior Management Team as a Firmware and Mobile App Development Manager.

In this key role, reporting to the Engineering Project Director, the Firmware and Mobile App Development Manager will lead a team of Software Engineers, ensuring projects are delivered on time and with the highest applicable software standards.

The Ideal Candidate

Our ideal candidate has several years of hands-on software development experience, preferably with exposure to mobile app development and embedded software. The candidate has been working in industries where software development is highly regulated and driven by structures and solid design and testing processes.

The candidate also has experience in managing mid-sized teams, ideally locally and remotely, as is able to demonstrate team management techniques through the use of KPIs or other methods of product tracking.

Knowledge of Waterfall and Agile techniques will also be considered a strong plus in the ideal candidate.

Above other skills, for this role it is key that the candidate can demonstrate the ability to challenge the status quo and drive improvements within the department. Our ideal candidate is an inspirational leader, able to engage with the team and encourage passion, commitment and creativity.



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Specific Responsibilities

- Drive and manage the HWM Embedded and App development team
- Understand the business priorities, developing an execution plan allocating the correct resources to deliver project execution, as per agreed delivery dates, to a standard necessary for products that are shipped in hundreds of thousands per year
- Agree priorities with the Technical Director and Project Manager(s), maintenance of issues list and allocation of software development resources as required
- Ability to serve as technical leader for the team, identifying and process or document gaps, consider the best solution for the team and the business, driving necessary change to implement it
- Ensure that the best industry standard practises (such as coding standards, code audits, testing and use of standard tools and methods) are introduced and followed throughout all software development activities
- Work with internal and external stakeholders in establishing and documenting product and interface software requirements
- Periodically report project development progress, deviations from initial plan, resource shortage, technical and execution risks etc.
- Liaise with external software suppliers and consultants on software design, covering documentation, test specifications and consistent quality standards
- Support application field trials and issue resolution, both domestic and overseas
- Able to assess technical challenges and take sound business decisions, after having considered the potential impact on other functions, clients and the business itself
- Be an inspiring leader; able to engage with the team, understanding the potential of every team member, support their career aspirations and be able to create a collaborative workplace environment that is both productive and enthusiastic
- Be a team player: as part of the Senior Management Team, the Firmware and Mobile App Development Manager will need to collaborate daily with other Senior Managers within the Engineering Department and generally with other parts of the business (incl. Sales, Manufacturing and Service)
- Occasional international travel may be required



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Essential Skills and Experience

- Degree in Software Engineering or Computer Science
- 5+ years experience in developing software (preferably with exposure to both embedded and mobile app software)
- 3+ years experience in managing a software development team in a highly regulated software business
- Knowledge in C# coding language and Xamarin
- Experience with embedded OS, and bare metal software development, preferably using ARM, AVR, PIC or MSP430
- Application development on Windows platform using C++ or C#
- Experience/knowledge of distributed processing systems over IP
- Experience/knowledge of Android/iOS application development
- Strong understanding of communications protocols (TCP/IP, I2C, MODBUS, SDI12 etc.)
- Strong experience in a fast-paced project execution environment based on Agile or Waterfall methodologies

Desirable Experience

- Experience in design of software for safety critical related systems
- Experience in design and production of software for control and automation systems
- SQL Database design and implementation
- Experience of DSP technology including algorithm development
- Experience in electronics hardware development
- Knowledge of Jira tool and Microsoft Project (or similar tools for tracking and planning)
- Six Sigma certified
- Understanding of the root cause analysis principles (Ishikawa, 5Ys methodologies)
- Experience in a software quality role

The above is not an exhaustive list of duties and the successful candidate will be expected to perform different tasks as necessitated by a developing role within the Company and its overall business objectives.

How to Apply

To apply for this vacancy please send an up to CV, along with a covering letter to hr@hwm-water.com.