

DIRECTOR OF ENGINEERING

Reports to: VP of Operations

Department: Information Technology

Revision: 10/6/09

FSLA status: Salary Exempt

Supervises: IT Department

SUMMARY

The Director of Engineering is responsible for the overall development strategy, vision and execution required to evolve technology systems to meet expanding business opportunities. In this role you will work with the beBetter executive team, product management, subject matter experts, vendors and account managers to deliver a platform and suite of integrated applications that have a simple and elegant design, are inexpensive to operate, are reliable, are flexible to adapt and expand and closely model beBetter's business strategies overall.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

- Defines an ambitious but achievable systems strategy that establishes beBetter as the outcomes-oriented wellness company. This includes gathering requirements, understanding available technology options, and developing an execution plan.
- Works with customers, partners, product management and company leadership to establish and maintain the development roadmap.
- Builds and directs teams developing, integrating, and deploying beBetter's internal software.
- Manages the mission critical software and hardware infrastructure that runs our business and serves our customers every day.
- Improves team performance and uses objective measures to gage improvements in the quality and productivity of the team.

EXPERIENCE and/or EDUCATION:

- Strong fundamental knowledge of computer science (BS or MS in computer science or related field), web application development experience, and expertise in C#, Python, C++, Java or another O-O language.
- Experience with software product development on Microsoft .NET technology stack a plus
- 5-7 years experience managing software engineers in agile development of web applications and in managing operational systems utilized by beBetter's customers every day.
- Familiar with the software lifecycle and best-of-breed tools and methodologies that support it.
- Demonstrated ability to work with internal customers to define design targets with the goal of creating business-objective-driven internal systems on aggressive schedules.
- Strong skills in planning, budgets and governance, with experience working with RFP's and executive members of the sales and marketing teams.
- Strong communications and consensus-building skills, with the proven ability to develop talent within an organization.
- Familiarity with the healthcare and wellness markets a plus.

KNOWLEDGE, SKILLS, and ABILITIES:

- Strong history of bringing to market systems products for use by external customers.
- Effective at driving agile, iterative, and rapid software development methodologies.
- Hands-on product design and implementation experience.
- Possesses good judgment.
- Hires and grows great people.
- Is relentlessly focused on delivering an outstanding customer experience.
- Possesses bread of vision; perceives how the seemingly unrelated are connected.
- Has the ability to be persuasive with others of the value and importance of abstract technical system features relative to functional ones.
- Is willing, and able, to contribute directly at any level.
- Expects and requires proactive problem solving and innovation of her/his team.
- Results oriented.
- Is able to keep long term goals in sight while striving to meet near term objectives.
- Inspires passion in others.

General sign-off: The employee is expected to adhere to all company policies and to act as a role model in the adherence to policies.

I have read and understand this explanation and job description.

Signature: _____ Date: _____