

# Engineering Team Lead



## About Us

Glasgow Credit Union is the UK's leading credit union with over 60,000 members. We provide a bespoke self-serve platform for our members and are building internal systems used throughout our internal teams. As we expand our software team, we're looking for a talented Engineering Team Lead to take on both coding and leadership responsibilities. If you're a strong JavaScript developer with a passion for mentoring and a desire to lead a small, agile team, this role could be perfect for you.

Our platforms enable us to make a real difference to our members and is a unique selling point that helps our products and services stand out from other credit unions, building societies and banks.

## Role Overview

As the Engineering Team Lead, you will play a critical role in guiding our development team to deliver high-quality software solutions while actively contributing to our existing and upcoming projects. You'll lead by example, collaborating horizontally and vertically with both technical and non-technical stakeholders, providing technical direction and mentoring other developers. This position is an excellent opportunity for a mid- to senior-level developer ready to step into a leadership role whilst continuing to build on their technical skills.

## Role Specific Responsibilities

The role will involve a broad range of tasks in supporting our business to ensure all our activities are operated appropriately within our regulatory framework, including but not limited to:

- **Technical Leadership:** Lead a small team of software engineers, setting the technical direction, reviewing code, and ensuring high development standards.
- **Hands-On Development:** Spend most of your time coding and architecting solutions, primarily using React, React Native and NodeJS and using Cloud Solutions.
- **Mentorship:** Support the growth of team members through guidance, feedback, and code reviews.
- **Project Ownership:** Take ownership of projects from concept through to completion, ensuring deliverables are on time and meet quality standards.
- **Collaboration:** Work closely with product, design, and other stakeholders to define project requirements and technical solutions.
- **Innovation & Improvement:** Drive improvements in software development practices, including code quality, testing, and deployment processes.

## Qualifications and Experience

- **Technical Proficiency:**
  - Strong experience with JavaScript and frameworks such as React, React Native, Next.js or similar
  - Familiarity with Node.js for server-side development is advantageous but not required.
  - Experience working with TypeScript is advantageous.
  - Solid understanding of modern front-end development practices, responsive design, and web standards.
  - Previous experience working with Mobile apps is advantageous but not required.
- **Cloud & Infrastructure:**
  - Experience with cloud platforms (e.g. AWS, Azure, GCP) is advantageous.
  - Knowledge of CI/CD pipelines and DevOps practices is advantageous.
- **Leadership Experience:**
  - Previous experience managing or mentoring a small team is highly desirable but not essential.
  - Strong communication skills and ability to work collaboratively across teams.
- **Preferred Skills:**
  - Problem-Solving: Proactive approach to identifying issues and finding creative solutions.

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- **Adaptability:** Ability to balance team lead responsibilities with hands-on technical work and adapt to the dynamic needs of a growing team.

## Benefits

- **Flexible Working:** Hybrid working setup with remote work as the primary mode, and on-site days as required.
- **Professional Development:** Opportunities for training and growth as the team expands.
- **Competitive Benefits Package:** Includes generous holiday allowance, defined benefit pension scheme, and additional perks.