



## Software Development Manager

### OPE, part of Constellation Dealership Group

#### Company Overview

Operating as a group of companies since 2011, [Constellation Dealership Software](#) provides market-leading software products designed to help 6000+ specialty dealerships succeed in their specific industry. Backed by the shared resources and expertise of 600+ companies owned by [Constellation Software](#) (publicly held and \$3B+ in revenue); we are the driving force behind most major benchmarks in our industries. The company has a small team of local and remote developers and will be growing to 12-15 in the next year.

#### Role Overview

The software is written in VB.net and C# and is 70% cloud-based and 30% on premise. The role is to:

1. Build products based on the current core and interface roadmaps
2. Enhance product quality and performance
3. Build a focused, efficient, well-trained, and accountable development team for advancing the product
4. Roll out regular and clean product releases

#### Responsibilities

- Build a customer-centric R&D organization/org chart with three teams and leaders – Core application, Performance improvement, and OEM integrations
- Initially 60% of time will be spent managing and 40% coding/technical troubleshooting
- Ensure the best technology, development tools, and processes are in place to have an efficient team
- Drive best practices for all R&D processes including product delivery, rollout, feedback, and internal/external communication
- Mentor and increase team members' knowledge/skills to reduce dependency on any single individual
- Train and onboard new team members
- Create a sense of urgency around product delivery
- Track and continuously improve throughput of each team
- Implement a DevOps system - build and deployment automation (CI/CD) and automated testing and QA best practices

#### Requirements and qualifications

- At least 5 years' experience in managing and mentoring a development team
- Experience managing remote employees
- Experience with Cloud based applications and Microsoft Azure
- Analytical and customer focused
- Ability to recognize and build a strong team
- Ability to develop people
- Receptive to criticism and ideas
- Strong Communicator



**Reports to:** General Manager

**Direct Reports:** 3 onshore developers and up to 10 offshore developers

**Location:** Toronto

**Travel:** ~15%

If you are interested in this opportunity, please [click here](#) to send a resume to our HR team.