Team Lead of CORE Software Development

GlobeStar Systems is a leader in integrated clinical communication. Our cornerstone product, Connexall®, is an award-winning Enterprise grade IoT platform, purpose built for the healthcare industry. Connexall® is a sophisticated and customizable end-to-end integration and communication platform that helps its customers improve clinical workflow, reduce alarm fatigue, and drive better patient and staff outcomes.

Job Title: Team Lead of CORE Software Development

Type: Full-Time
Start Date: Immediate
Location: Toronto

Leadership and Culture

GlobeStar Systems is deeply committed to the recruitment and retention of values-based, transformative leaders who have demonstrated experience in establishing and nurturing a safe, respectful, and inclusive culture. It is our expectation that our leaders will be corporately focused at all times, while also providing leadership in driving out their mandates and coaching and developing their staff. A leadership consciousness is paramount.

Job Description

Reporting to the Director of Solutions Development, the Team Lead of CORE Software Development will be responsible for coaching and developing a high-performing team. The successful candidate will create a culture of achievement and efficiency through listening, motivating, and appreciating their employees. They will be responsible for the end-to-end management of technical projects, including new products and upgrades to existing products, working to ensure they are delivered on time and on budget. This role is ideal for a hands-on team/technical lead with prior progressive experience as a full stack developer.

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Primary Responsibilities

- Develop and monitor the lifecycle for different projects including research, development, design, evaluation, and testing.
- Translate business requirements into technical solutions, recommend alternative technical and business approaches, and lead engineering efforts to meet aggressive timelines with optimal solutions.
- Instill best practices for software development and documentation, assure designs meet requirements, and deliver high-quality work on tight schedules.
- Drive innovation by continuously taking initiative to identify areas for potential process improvement and working to create efficiencies.
- Actively ensure departmental compliance with GlobeStar's ISO-13485 quality management system and all other applicable regulatory requirements and guidelines.
- Work alongside Product Management to influence product development, assisting or improving product.
- Be accountable for projects by understanding project requirements, managing project scheduling, assigning and coordinating with resources, reporting on project status to stakeholders, and ensuring projects are delivered on time and on budget.
- Ensure standard operating procedures and in place and followed by team members, improving the process wherever possible.
- Manage resources by allocating tasks to team members and evaluating their delivery of the tasks.
- Identify strengths and weaknesses of team members and make changes if required (e.g., staff development, training, role changes, etc.).
- Write job descriptions for new hires, interview candidates, organize new hire onboarding, and integrate new hires into the team.
- Develop employees by conducting performance reviews, identifying areas of improvement, and matching tasks with opportunities for development to maximize employees' potential.
- Create a warm and efficient team culture by encouraging team interaction, boosting employee motivation, and appreciating the team's contribution.
- Coach and inspire team to achieve goals through innovation, quality, and excellence.
- Stay up to date with best practices and work to streamline and implement new structures and roles that benefit team initiatives and goals.

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- Maintain technical knowledge and understanding of the latest development methodologies and best practices by participating in educational opportunities, reading professional publications, maintaining personal networks, and joining professional associations.
- Other duties as required.

Qualifications

- A Bachelor's degree in Computer Science, Software Engineering, or related field. A Master's degree in relevant field considered an asset.
- 7+ years of experience as a full stack developer with particular focus on the backend.
- 3+ years of software development team lead experience.
- Proficiency with Pascal, C#, C++, .NET.
- Experience developing software using the Software Development Life Cycle (SDLC).
- Experience using formal source control management processes and tools (e.g., GIT).
- Familiarity with QA processes, tracking tools, and automation tools (e.g., TestRail, Selenium, etc.).
- Proficiency with SQL relational databases and syntax, preferably DBISAM or MS-SQL.
- Led data model design and translation of logical models to physical database structures. Familiar with database security, back-up, and recovery designs.
- Experience using one or more software development collaboration tool (e.g., Jira, Slack, Fogbugz, etc.).
- Experience in Embarcadero Delphi and Object-Oriented Programming techniques.
- Strong experience with Windows desktop and server development, including writing Windows GUI applications.
- Proficient with building scalable and reliable systems.
- Understanding of CI/CD pipelines and tools such as Jenkins.
- Experience with building in micro-service architectures.
- Experience in making and maintaining libraries.
- Highly experienced in test driven development, unit testing and integration testing.

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- Exceptional troubleshooting skills with the ability to quickly assess complex programming applications.
- Proactive with the ability to see problems as or before they arise and strive to find creative solutions to correct them.
- Strong analytical skills with the ability to be both strategic and tactical.
- Highly organized with the ability to balance simultaneous projects, evaluate workload, and prioritize tasks based on criticality.
- Knowledge of industry best practices with the desire to keep up with industry trends and innovation.
- Proven ability to plan and manage operational processes for maximum efficiency and productivity.
- Proven ability to manage projects from end-to-end.
- Ability to make difficult decisions in a fast-paced, high-pressure environment.
- Experience in or knowledge of the Healthcare industry considered an asset.
- Excellent verbal and written communication skills.
- Great team player, quick learner.

Benefits:

- Competitive annual salary.
- A rich benefits package, including medical, dental, life, long-term disability insurance.
- RRSP matching program.
- Vacation.