FlyNava Technologies Private Limited

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Job Description Chief Architect (Software Solution Development)

Primary focus will be development of Jupiter, the 1ˢᵗ software product by FlyNava. Jupiter is a Pricing Decision Support Solution that will be leveraging Big Data, Analytics and AI using IBM Watson. Core business rules will be developed using Java technology in line with agreed architecture.

This role holder will provide leadership to back-end development of the product along with integration and interface development with Big Data, Analytics and AI.

Summary

- To lead and manage a team of software developers, supporting them in building airline industry leading solutions such as Jupiter (Pricing) and Earth (Hedging) as robust and innovative software solutions that are fit for purpose.

- To develop a strategy for the team to meet the company's stated goals and objectives, and to improve the quality of the service it delivers internally and externally.

- To plan and monitor the successful implementation of this strategy with respect to software product development and its overall architecture.

- Responsible for the quality and technical approach taken by team members, ensuring it is in-line with the company strategy – and that projects are delivered on time and on budget.

- Creating and maintaining a professional culture within the team, where individuals take ownership and are fastidious and proud of delivering excellence and quality.

- To represent FlyNava within the Airline industry as an authority on solution development by contributing to internal and external websites, publications, forums and events as required.

- Also, acting as the liaison among internal stakeholders to analyze, document, communicate and validate business and system requirements for FlyNava products. In addition, the job will entail working with internal applications of the airline and integrating them with the Jupiter.

Specific duties include but are not limited to the following essential job functions:

Team leadership, strategy & planning
- To lead and manage a team of senior software developers and software developers.
- Line management responsibilities will include technical recruitment, appraisals, 121 meetings, identifying training needs, motivating and performance managing the team
- To drive the strategic direction of our products & services taking into account emerging and legacy technologies
- To oversee strategy for both product and bespoke code base platform definition and implementation
- To strategically decide how we handle our growing levels of software support

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- To devise a tactical plan which can be collaboratively carried out by the team – to implement improvements to our products, services, processes and knowledge sharing within the team
- To plan for team growth considering the blend/level of skills required within team
- To assist in resourcing decisions
- To review project progress and overview of the performance of all individuals in team
- To coaching and performance manage where necessary
- To facilitate the smooth delivery of all projects, enhancements and support delivered by the team
- To make sure that all team members have the latest in-depth knowledge of airline industry, Pricing and other focus areas of the company and/or aspects at the heart of all decisions on projects or enhancements that they make.
- To facilitate technology and methodology decision making throughout team, including standardization of system architecture, reusable code base development, versions of software tools, best practice, source control and deployment processes
- To have a clear task list and plan for inducting new members into the team and bring them up-to-speed as quickly as possible
- To make sure that all training and support that team members require is delivered internally or externally

Software development
- To keep up to date with the latest software development technologies and methodologies.
- Ensure maximum use of open source software for both development and production while ensuring long term viability for both customers and FlyNava
- To drive consistent standards and approaches throughout the team
- To write clean and healthy structured, well documented code
- To build future-proof reusable core code libraries, which can be shared, in-order to drive further efficiencies throughout the team
- To deliver code which is well tested and consistently error free
- To design and build database schemas with integrity and scalability with data access layers that are optimized for performance and security
- To build our USP of having the smart software and solutions as our core differentiator

Communication and problem solving
- To use your experience when reviewing and auditing code
- To assist in critical support issues where your experience is required to ascertain the issue quickly and to find the more appropriate resolution
- To take control over critical support instances and putting into place the correct escalation and process to manage and resolve issue as soon as possible
- To create a culture of promoting new ideas or up-sell opportunities within the team for our clients
- To encourage pro-active discussions with client delivery and account management teams
- To contribute regularly to discussions regarding internal process and system improvements in order to ensure maximum efficiency across the company. Including suggesting technical solutions to problems
- To instigate cross team ideas and initiatives – to bring products and services together
- To make sure the development team are integrating other team's services efficiently and that they are offering technical input into how all FlyNava services can be delivered and improved
- To strive to ensure that processes and appropriate levels of knowledge are shared between teams

- To make sure written reports and are written and adhere to brand/template and client communication is at an excellent and professional level
- To make sure quotations take into account all possible risks and contain the appropriate contingency

Technical support
- To lead and oversee all technical quotes, analysis, specifications to make sure they are complete and accurate
- To support the business development team with pre-sale activities, contributing to RFPs where appropriate and assisting in large pitches to potential clients where required
- To oversee the technical strategy and implementation of our own internal development stream activities – to make sure they apply to the same standards that we would expect for client work
- To provide training and workshops for clients and/or staff as required

Company best practice
- To stay aware of latest data protection and security threats and to make sure we mitigate against these risks against known industry standards
- To make sure that team/company are aware of these issues
- To ensure your team help your staff develop, a strong understanding of the products, competition, industry, marketing goals and objectives of each client
- To efficiently manage your workload and accurately record your time using the company timesheet system. To make sure your team does so too
- To ensure your knowledge of the software development and search engine marketing industry is kept up to date and relevant by networking/researching/reading blogs and news sources
- To speak/contribute to public industry events and forums as required
- To freely share knowledge, insight, best practice and ideas
- To actively contribute to the FlyNava blog

Innovation and research and development
- To proactively drive innovation with new ideas and options made available by new technologies
- To maintain and actively contribute to a list of innovation & research projects
- To assist by offering strategic and technical advice for anyone working on these projects
- Implementing and monitoring ongoing strategies to enable us to deliver quality and excellence through robust testing education and policies that are balanced and appropriate to the scope of project being delivered.
- To foster a focus on excellence across the development team at FlyNava.

Key skills and experience
- A senior level software developer with strong and successful technical lead experience
- Experience of leading a team of developers
- A high level of airline experience, specifically on software product development, prototypes and solution development using optimization, analytics and Big data
- Advanced level (knowledge and experience) of J2EE programming languages and methodologies
- Advanced level of understanding of HTML5 and CSS3 as well as previous iterations of these languages

- Experience of managing, directing and motivating staff to deliver projects with stretching scope and objectives
- Highly numerate and literate, with the ability to produce top quality written specifications and strategy and implementation communication
- Excellent working knowledge of major social media channels including Facebook and Twitter
- Proactive and highly organized, with strong time management and planning skills
- Able to meet tight deadlines and remain calm under pressure
- Experience at advising key stakeholders at senior and board level

Reasoning Ability

- Ability to apply common sense understanding to carry out detailed complex algorithms especially when transforming written thesis and other research outputs.
- Ability to deal with problems, involving many variables, in different situations.

Key Deliverables

1. Software Solution Development with highest quality standards (validated by lowest rework and best performance and fit for purpose) within budgeted cost and timelines.
1. Creation/management of a core team (5-8) for Software Development, Unit Testing and support for Data Services of related modules of Jupiter and subsequent solutions
2. Optimization of core solution especially in the area of Analytics and Customer Experience with complete alignment to the thesis of the products and advise/requirements of other stakeholders and consultants
3. Ensure maximum leverage and optimization of the solution using IBM Watson
4. Regular governance and reporting to ensure
5. Automation for most Business Analysis processes while maintaining highest quality standards.
6. Maximum leverage of Advisory Board for resolving specific issues quickly

Key Performance Indicators (Year 1 for Jupiter)

1. Acceptance of the Functional Solution conceived Lead Consultant and Directors of the Company.
2. Completion of the Functional Solution Development as certified by Directors of the Company
3. Successful User Acceptance of the 1st customer of the Jupiter within a period of 6 months from the date of installation of the software.
4. Synchronized product features with IBM Watson.
5. Go-Live of the product at the 1st customer site, if that is within Year 1.
6. Key Performance Indicators will be mutually agreed every 6 months based on a performance review and needs of the Consultant and the Company.

Key Behavioral Traits

1. **Empathy.** The Company not only want you to do the job, but to care about it and the people with whom you will interact.
2. **Inspire a Shared Vision:** The Leader should highlight the core values and objectives of FlyNava and align each team member to maximize the potential and ensure quicker delivery.

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3. **Mentoring inclination and ability.** The Employee must show interest in reaching out to mentor others, and elevating their knowledge and skills.

4. **Interpersonal skills**. The Employee must play well with others in the "corporate sandbox." With ability to learn quickly, adapt and deal with personality conflicts and your own role in them.

5. **Self-direction and initiative.** Employee is expected to take upon themselves more than what is actually expected or required.

6. **Flexibility and adaptability.** In FlyNava, change is often the only constant. Policies, priorities and procedures need to anticipate and respond to internal and external conditions. Employees are required to adjust quickly.

7. **Good Communicator:** Project leadership calls for clear communication about goals, responsibility, performance, expectations and feedback.

8. **Must do attitude:** FlyNava has a motto to solve untouched problems which is a very challenging and disruptive objective for the airline industry. Each employee must espouse this objective and work towards resolving all problems that we face to build world class solutions for the industry.

9. **Integrity:** One of the most important things a project leader must remember is that his or her actions, and not words, set the modus operandi for the team. Good leadership demands commitment to, and demonstration of, ethical practices.

10. **Enthusiasm:** Plain and simple, we don't like leaders who are negative - they bring us down. We want leaders with enthusiasm, with a bounce in their step, with a can-do attitude.

11. **Competence:** Simply put, to enlist in another's cause, we must believe that that person knows what he or she is doing. Leadership competence does not however necessarily refer to the project leader's technical abilities in the core technology of the business