# Entain

| Business title: Software Engineering Manager | Location: Berlin, Germany or Manchester, UK |
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| Function: Entain - Sports - Esports<br>Reports to: Vice President of Engineering | No. of direct reports: 4-5 |
| Budgetary responsibility: N/A | NGR/P&L: N/A |
| Version number:<br>Date Created: 15 Jan 2024<br>Version: 1.0<br>Date Revised: 15 Jan 2024 | Job Architecture<br>Job Family: Technology<br>Sub Family: Software Engineering |

## About the role

We're Entain. Powered by our very own technology and building products that push boundaries, Entain is home to a global family of more than 30+ well-known brands and over 29,000 people, but we all play for the same team. When we win, we win together.

Our vision is to be the world number one in betting, gaming, and interactive entertainment by bringing moments of excitement into people's lives. We will achieve this through our focus on sustainability and growth, driving change in the fast-paced world of entertainment.

Entain's esports division is a cross functional product and technology team situated in Entain's Sports vertical. It develops and operates the online esports suite of products and services under renowned brands such as Ladbrokes, Coral, Bwin, Gala Bingo, Foxy Bingo, Party, Sports Interaction, and Bet MGM.

As the Software Engineering Manager, you'll be a key part of the Esports Technology leadership team, reporting into the Vice President of Software Engineering and working alongside the Head of Design and Head of Product.

You'll set high performance standards for your team, ensuring we are always improving how we work and what we deliver.

Hybrid working is in our DNA, so you'll be based in one of our offices either in Manchester or in Berlin, where you'll spend at least 2 days per week with the team. We're an international organisation, so some overseas travel may be required.

## Key responsibilities

**Operational Excellence:**
- Consolidate regular delivery updates to the stakeholders
- Support software engineers to reach their maximum potential
- Remove the obstacles from the delivery path of the engineering team
- Support and optimise processes and ceremonies for the engineering team
- Deliver in time, budget and predictable quality
- Translate product requirements into engineering work for your team
- Manage and structure workload of the engineering team

**Team Leadership:**
- Build and lead a high-performing engineering team
- Provide guidance, coaching, mentorship, and professional development opportunities
- Foster a customer-centric and insight-driven culture within the organisation
- Train team members to maintain the highest standards of performance and quality
- Host and moderate regular meetings with stakeholders and software engineers

## Specialist skills and experience

**Essential:**
- Bachelor's degree in Computer Science or any related field
- Strong communication skills, both written and verbal
- Minimum of 8 years experience in working as software engineer
- 3 years experience working as an Engineering Manager or similar leadership role
- Experience in supporting and implementing of Agile (Scrum) methodologies and practises
- Ability to work collaboratively with other departments and stakeholders to achieve business objectives
- Well-organised systematic approach to daily routine work
- Demonstrated ability to strategically lead and motivate teams, manage projects, develop methodologies and deliver high-quality products on time
- Ability to work in a culture diverse team and within different time zones
- Deep knowledge of at least half of the listed technologies:
  - PHP
  - Golang
  - Rust
  - NodeJS
  - Typescript
  - ReactJS

**Desired**:
- Proven experience in a similar role within the online gambling or gaming industry
- Master's degree in Computer Science or any related field
- Recent hands-on experience in software development

## Competencies / behaviours

**Do What's Right**
- We always put our customers first, leading in player protection to prevent potential harm.
- We work in an environment where everyone can be themselves, without ego, acting with integrity.
- We keep ourselves honest and we aren't afraid to speak out if something feels wrong.

**Keep It Simple**
- We make it easy for our customers, focusing on them and solving for their needs.
- We're clear on our goals and who's accountable for what, so we all know what success looks like.
- We remove complexity wherever we find it because we all perform better that way.

**Go Beyond**
- We're always curious, always improving, learning from success and setbacks to push forward.
- We have big ambitions, we surround ourselves with the best, and we put in the effort needed to deliver.
- We embrace change because that's when progress happens.

**Win Together**
- We all have the same vision and purpose, so we break down silos and share ideas.
- We never forget we're on the same side, so we always treat everyone the way we'd want to be treated.

We find inspiration in and celebrate the successes of our teammates because when they win, we win.

Diversity and equal opportunities:

As a global employer, Entain is committed to providing a safe, fun, and inclusive culture where our people feel like they truly belong.

Where appropriate, we will make reasonable adjustments to ensure the application process and role is fair for all candidates.

We are a multicultural business that values, celebrates and respects individual differences, so whatever your sexuality, gender, gender identity, ability, age, race, religion or belief, you will have a voice here, and the space to do your best work.

Our diverse internal networks provide the support for you to express your views and make a positive difference.

It's your game