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| Job title: Head of Engineering | Location: *Insert the country and/or city where the role is to be based* |
| Function: Product and TechReports to: *Gaming Technology Director* | No. of direct reports: *the approximate number of direct reports if applicable*No. of non-direct reports: *the approximate number of non - direct reports if applicable* |
| Budgetary responsibility:  | NGR/P&L: |
| Purpose of role |
| We’re Entain. Our vision is to be the world leader in sports betting and gaming entertainment by creating the most exciting and trusted experience for our customers, revolutionising the gambling space as we go. We're home to a global family of more than 25 well-known brands, and with a focus on sustainability and growth, we will transform our sector for our players, for ourselves and for the good of entertainment.The Head of Engineering assumes responsibility for overseeing the design, robustness, and timely delivery of software within their department, actively engaging as a participant. Skillfully navigates the interplay between engineering design and delivery deadlines, all in service of meeting future business requirements. Demonstrates leadership by guiding the successful execution of exceptionally intricate technical projects through a dedicated team of engineers. |
| Key responsibilities |
| * Deconstructs intricate projects into straightforward systems that can be efficiently developed and upheld by engineers with less experience.
* Ensures the software design review process maintains a high standard across the group by engaging in these reviews, shaping the procedures, and scrutinizing the decisions made within the group.
* Proactively contributes to the definition of project scopes, wielding influence over both Product and Engineering counterparts.
* Takes a proactive stance by immersing oneself in teams or projects requiring guidance or additional resources.
* Actively challenges overly complex solutions while simultaneously enhancing those that have been insufficiently implemented.
* Monitors and fine-tunes the team's pace, fostering a sense of urgency for success while guarding against burnout.
* Assumes responsibility for maintaining code quality and system uptime within their group.
* Takes charge of optimizing technical metrics across all teams in their group while actively working to enhance visibility into these metrics.
* Collaborates across team and service boundaries to resolve challenges.
* Establishes meaningful relationships with counterparts in Product & Development, including customers, product managers, cross-functional partners, and external collaborators.
* Contributes to shaping the strategic direction, crafting roadmaps, addressing issues, and synthesizing feedback to ensure team success.
* Encourages knowledge sharing within the team, avoiding the creation of single points of failure.
* Advocates for and communicates the outcomes and plans of their group's efforts to the organization in written form.
* Introduces new technologies (languages, frameworks, components) to enhance scalability, reliability, and availability through Proof of Concepts (POCs), research spikes, mentoring, and adoption within the group.
* Regularly coaches members of Engineering communities and mentors fellow team members.
* Participates in the design and improvement of interview processes for engineering recruitment.
* Actively engages in recruiting for Entain, not limited to positions within their immediate team.
* Plays a pivotal role in hiring and cultivating Entain's technology brand by contributing actively to open source projects, writing blogs, and participating in speaking engagements.
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| Specialist skills and experience |
| Essential:* Advanced in Agile Development, an iterative and flexible approach to software development that emphasizes collaboration, adaptability, and customer feedback throughout the development process.
* Expert in Software Development Lifecycle, A process that encompasses planning, designing, coding, testing, deploying, and maintaining software applications, ensuring a systematic and efficient approach to development.
* Advanced in Continuous integration / deployment, Continuous Integration is the practice of testing each change done to your codebase automatically and as early as possible. Continuous Deployment follows the testing that happens during Continuous Integration and pushes changes to a staging or production system.
* Expert in Technology Strategy, the collective tools, processes and methodologies that enable an organisation to align business strategy and goals with its IT services and infrastructure.
* Advanced in Cloud Computing, proficiency in designing, deploying, managing, and optimizing applications and services on cloud platforms, leveraging the flexibility, scalability, and cost-efficiency they offer.
* Advanced in Secure Web Development, an iterative process that comprises application design, implementation, vulnerability testing, and monitoring.
* Advanced in AI / Machine Learning, the creation of computer systems that can perform tasks that typically require human intelligence or improve their performance through experience and data-driven algorithms, respectively.
* Advanced level in Software Testing, an investigation conducted to provide stakeholders with information about the quality of the software product or service under test.
* Advanced in Microservices / Service Orientated Architecture (SOA), an architectural approach where software applications are composed of small, independent, and loosely coupled services that communicate with each other through APIs, enabling flexibility, scalability, and modularity.
* Advanced in APIs / Web Service Integration, Connecting different software systems or applications through predefined interfaces to enable seamless communication and data exchange over a network.
* Expert in Change Management, the ability to plan, communicate, implement, and support the smooth transition of individuals and organizations through periods of significant change, ensuring successful adoption and minimal disruption.
* Advanced in Technology Governance, the framework of policies, processes, and structures that guide the effective and responsible management, decision-making, and accountability for an organisation's technology-related activities and investments.
* Advanced in IT Risk Management, the policies, procedures, and technologies that a company uses to mitigate threats from malicious actors and reduce information technology vulnerabilities.
* Advanced in IT Asset Management, the process of ensuring an organisation's assets are accounted for, deployed, maintained, upgraded, and disposed of when the time comes.

Desired:* Some experience of working within a betting and gaming company

Managerial responsibilities:* Develop and communicate clear goals and objectives for the team aligned to our business strategy.
* Recruit, develop, and retain top talent, actively coaching the team to develop and grow, creating development opportunities as they arise.
* Create a positive and productive work environment that motivates and inspires people to perform their best work.

Leadership responsibilities: * Set the vision and direction for the team, which aligns to our overall business strategy.
* Provides effective and inspiring leadership and guidance to the teams, ensuring that they are working effectively and efficiently to achieve company goals.
* Recruits, develops, and retains top talent, actively coaching people to develop and grow, creating development opportunities as they arise.
* Build a high-performance team culture where outstanding performance is recognised, rewarded and celebrated.
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| Competencies / behaviours |
| * Stakeholder engagement: Builds effective working relationships
* Collaboration: Communicates effectively with a positive impact
* Builds capability: Invests in developing oneself (and others)
* Analytical thinking: Thinks critically, providing well-reasoned insights through a commercial lens
* Sets direction: Contributes to a clear direction for the business
* Agility: Quickly adapts and remains flexible while managing risks
* Drives performance: Continually raises the bar for oneself (and others)
* Acts with integrity: Takes ownership and does the right thing
* Delivers results: Plans for success and gets the job done
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| 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.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, all for the good of entertainment. |