



Embedded Systems Team Lead | Job Description

Remote Working

Ref: R00031

VoCoVo Company Overview

VoCoVo is a leading voice & technology brand working with some of the world's biggest retailers. You may have seen our equipment in places like ASDA, Tesco's, Co-Op, TK Maxx, Primark and Pets At Home to name a few... We now have over 100,000 people in 8,000 locations using our product every day!

The business was recently proud to achieve 5th place in the Sunday Times Tech Track 100 and a 2,500% growth within the last 4 years here in the UK. We are now looking to cement our position as a leader in this field by expanding our reach into Europe and North America.

To help us achieve our vision we are looking to fill this new engineering position.

Purpose of the Role

Our Systems Engineers are responsible for the design, deployment and configuration of our 8000+ on-premise appliances, and the infrastructure that supports them. Your team has a remit to take our current systems and processes to the next level, helping the company along with its rapid acceleration into new markets. You will be driving this growth with high quality, secure, stable infrastructure, and by automating the processes that are slowing us down. You will directly help the business scale by changing the way we build and ship our hardware, and the way it's supported throughout its full lifecycle.

Accountabilities of this Role

- Leading & building a team of engineers, both technically and as a line-manager
- Build and own the systems that deploy, manage and configure our on-premise appliances
- Be a champion of, and an expert in modern configuration as code tooling
- Automate manual processes, helping us accelerate as we scale globally
- Build strong relationships with Software Engineering, and Operations teams
- Develop robust, scalable solutions

Strongbyte Solutions trading as **VoCoVo**

Wychwood Business Centre, Milton Road,
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VoCoVo

- Research and thought leadership on both uncharted problems and legacy systems
- Ensuring teams are supported and tutored in how our own systems and tooling can help them
- Mentoring of our less experienced engineers
- Recruitment involvement when expanding the team
- Peer review of your colleagues' work
- High availability and flexibility, to always "pitch-in" on a problem

What does success look like?

- Our infrastructural systems are modern, secure, scalable and undaunted by our increase in customers
- Our appliances can be shipped to our customers quickly, securely, and consistently
- The appliances themselves are secure, performant and up to date, with highly reliable self-update mechanisms
- Your team members share common values in terms of attention to detail, craftsmanship, and responsibility to each other
- Your team members are enthused by the work they do, and continue developing their skills
- All our teams understand the systems, tooling and libraries your team maintains and can use them efficiently in their own goals
- Your colleagues treat you as a subject matter expert in the systems your team manages, and as a knowledgeable engineer
- Our product roadmap remains on track, and our company growth goals are met
- Your solutions give the company confidence to grow into new markets and regions
- Our customer liaison teams can spend more time liaising with customers, and less time performing manual processes that are error-prone and laborious
- You've successfully recruited new members of our team
- Your less experienced colleagues have measurably grown in skill and confidence as a result of your influence

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Skills Expected

You will be an experienced Systems Engineer, with expert knowledge of GNU/Linux systems with a strong background in product environments (this is not a service department) where iterative delivery is key. You'll have strong experience of working as a Lead as part of a software/hardware team using multiple technologies and languages.

The following are highly desirable, but we do not expect you to have them all:

- Expertise in GNU/Linux system administration
- Good awareness of IoT environment and system-design goals, such as Over The Air updates
- Familiarity with building for multiple processor architectures
- Previous experience with build systems, custom linux distros; Yocto, OpenEmbedded etc
- Very strong skill with configuration management/configuration as code tooling, such as Ansible/Puppet
- Experience of appliance fleet management challenges or equivalent globally distributed on-premise topologies
- Strong experience with Docker and orchestration tools
- Excellent time management, able to balance both project and strategic work
- Several years experience working in a Lead capacity in a product company: breaking down work for teams and delivering it, as well as researching solutions and strategising for the future
- Several years experience of line management, including career progression planning and objective measurement
- Strong knowledge of Agile practices, and product SDLC
- Excellent communication skills
- Strong networking knowledge, TCP/IP, the Internet Protocols
- Strong experience of writing up technical documentation and strategic research for senior technical staff as well as C-level consumers
- Scripting experience is essential, and coding experience would be an advantage
- Strong version control experience, specifically Git
- Automation skills
- Analytical problem-solving skills

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Nice to have skills

- Understanding of VoIP
- Understanding of Javascript/Node.JS
- Electronics engineering
- Experience building/specing commercial system boards and computers

Interview process

Candidates can expect a 4-stage process: A screening call, a technical test, an interview and a second-stage interview with the CTO.

If you are excited by this challenge then we want to hear from you.

To apply please forward your CV and covering letter, detailing why you feel this role is the perfect for you to hr@vocovo.com

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