Job Title: Manager, Engineering
Department: Engineering
Reports To: Director, Software Development
Location: Long Beach, California

Prepared By:
Approved By:
Approved Date:
FLSA: Exempt

About Mercury Security Products:

Mercury Security, located in Long Beach, California, is recognized as the global leader in the design, manufacture and supply of access control security technology. Mercury Security is part of HID Global, the provider of trusted identities to the world's people, places and things.

We offer a competitive and comprehensive compensation package that includes medical, dental, vision, life insurance, 401k, flex spending and FTO to qualifying employees. Mercury is a casual working environment.

Summary

The Lead Engineer job purpose is to develop information systems by studying operations, designing, developing, and installing software solutions; supports and develops software team. As the Lead Engineer, you will use your experience and expertise to lead the team with planning and guiding team members through project challenges in order to accomplish goals and deadlines. This position will partner with other department leads and engineers to build competencies and identify tools and platforms that improve the ability to continuously deliver quality software. The position will have between 3-5direct reports.

Duties and Responsibilities include the following. Other duties may be assigned.

- Responsible for team management, monitoring, reporting and proper timeline project execution.
- Manages and oversee the team projects in hand.
- Tackle more complex issues for software development and work as a mentor for other software developers.
- Effectively collaborating, and communicating with engineers and research engineers in a multi-disciplinary environment.
- May be involved in recruiting engineers as well as providing them with essential training.
- Oversee the work of other engineers and provide feedback when appropriate.
- Prepare work practices for engineers within the team and ensure it is to client's requirements.
- Coordinate and support implementation activities
- Ensures the team stays focus and continuously seek for improvement

Qualifications
To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

- Bachelor's or Master's Degree in Computer Science, Computer Engineering, or Electrical Engineering.

- At least 8+ years professional experience in C or C++ programming
- Currently managing or leading a team of engineers (3-5 years experience)
- Programming in languages including C/C++, C#, Python and JavaScript
- Web development (HTTP, HTML, CSS, JavaScript, web stacks, etc.)
- Experience developing and deploying applications under Linux and Windows
- Experience with Cloud computing models including IaaS, PaaS and SaaS (would be nice)
- Experience with TCP/IP networking, transport layer protocols including TCP and UDP, and application layer protocols including HTTP
- Experience developing and consuming REST and SOAP services
- Knowledge with the Microsoft Visual Studio and Eclipse development environments
- Ability to work on complex tasks without technical guidance.
- Professional experience in Linux development.
- Well versed of the GNU toolset and RTOS high-reliability platforms.

Language Skills
- Ability to effectively communicate in the English language verbally and in writing.
- Ability to read and interpret technical journals, specifications, international technical standards, etc.

Computer Skills
- Proficient in MS Office applications, such as Word, Excel, PowerPoint, etc.
- Familiar with operating systems, such as Windows, etc.

Customer Expectations
Highlight knowledge, skills, abilities and traits necessary in this role to satisfy our *customer's* expectations

Work Environment
- The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Employee works primarily in an office environment, with in a well ventilated area, and is exposed to moderate noise levels.

Work Requirements
- Compliance to all relevant HID Global policies and procedures related to Quality, Security, Safety, Business Continuity, and Environmental systems.
- Must be legally eligible to work in the United States.