

## Software Team Supervisor

### ABOUT US:

[Quester Tangent](#) has had the privilege of being at the forefront of the train technology industry for over 30 years. Based on Canada's beautiful Pacific Coast, our talented team takes pride in helping to make smarter and more connected trains through every stage of the lifecycle - from design to ongoing support. Our leading-edge solutions help enhance public transit systems across North America, making travel safer, more efficient, and comfortable for everyone.

When you join Quester Tangent you will be joining a closely-knit team that is passionate about the work we do and the positive impact it has on transit systems. Working on large, multi-year projects allows you to see the long-term difference you are making. If you would love to contribute to meaningful change in the world's transit networks, Quester Tangent would love for you to join our team.

### THE ROLE:

The Software Team Supervisor is responsible for overseeing execution of Quester Tangent's application-level software development, test and release related to external projects, internal products, and internal tools. This position involves supervising developers to ensure the successful execution of the designs and architectures being implemented, as well as serving as an individual contributor as needed. Collaboration with other organizational units ensures quality of delivered products is maintained while following Quester Tangent's processes and best practices. Planning resource allocation to meet the needs of multiple project roadmaps with changing priorities is a critical activity this position supports.

### COMPENSATION:

The salary range for this role is \$85,000 - \$105,000, though actual compensation may vary based on factors such as experience and qualifications.

### KEY RESPONSIBILITIES:

- Supervise a team of developers and testers to deliver software releases on schedule while maintaining scope, budget and quality.
- Work with the Software Development Manager to level-load team resources in support of short- and long-term corporate planning.
- Participate in coordination meetings supporting software development activities for all active projects and products.
- Coordinate with other software team members to identify work and allocate team resources to support active work, escalations and prioritized activities.
- Participate in meetings with Operations to communicate roadmap plans and updates, including creation of presentation materials.
- Review and approval of Change Notices, supporting the corporate ERP activities.
- Support preparation of requirements, design, and test documentation according to IEEE 1558 software standards.

- Audit performance of Software Development with respect to approved Milestone Release Plans.
- Support the long-term growth and development of team members, including coaching, mentoring and leading the annual performance reviews.
- Provide functional management support to the team, including:
  - Vacation approvals
  - Weekly team standup meeting management
  - Timesheet review and approvals
  - Quarterly forecasting and planning participation
- Provide additional senior level oversight and management of projects and processes, as deemed appropriate by the Software Development Manager.

### **QUALIFICATIONS, SKILLS & ABILITIES:**

- Minimum 5 years of software development experience with at least 3 years of software team leadership.
- Experience delivering a customized product to multiple clients.
- Experience in estimation and load levelling effort to support team allocations.
- Experience with interviewing and hiring.
- Scrum Master or Team Lead experience is an asset.
- Experience planning development activities for a cross-functional team in support of concurrent development activities.
- Development experience with C++, C# and JavaScript.
- Knowledge of design for test methodologies, including white and black box testing.
- Excellent communication skills, both verbal and written.
- Strong organizational skills.
- The ability to innovate while creating maintainable and testable solutions is valued.
- Ability to travel domestically and internationally (up to 10%) primarily within Canada and the United States.
- Valid passport and authorization (visa) required to travel to customer locations.
- Security clearance may be required, depending on project assignments and client requirements.

### **WHY JOIN QUESTER TANGENT?**

- **Expertise and Innovation:** At Quester Tangent, your ideas shape our future. Our creative community tackles challenges together, celebrating each step forward.
- **Impactful Work:** As a passionate team, we're devoted to improving public transit and making a real difference in communities worldwide.
- **Growth and Development:** We invest in your development through mentorship and opportunities, helping you build expertise and advance your career.
- **Work-Life Balance:** We value your time outside of work and encourage you to disconnect and recharge after hours.
- **Inclusive Culture:** Your unique perspective makes us better. Here, differences are celebrated, and every voice shapes our success.

- **Perks and Benefits:** From quarterly "me days" to engaging company events, our strong compensation package supports your well-being.

*Quester Tangent Corporation is an equal opportunity employer and encourages applicants from diverse backgrounds, including women, Indigenous peoples, persons with disabilities, and members of visible minorities. We are committed to providing accommodation throughout all stages of the recruitment process in accordance with the British Columbia Employment Standards Act (ESA). If you require accommodation during the hiring process, please inform the Human Resources representative. All information regarding accommodation requests will be handled with the utmost confidentiality.*