Director of Software Engineering

Why the HDF Group?

At The HDF Group, we do things that matter, and we are a force for the common good. Our mission is to make large complex data manageable and efficiently accessible, anywhere and indefinitely. We are doing that because we want to help communities of researchers advance science and engineering and enable companies and organizations to make better data-driven decisions faster. We sustain ourselves by maintaining high-quality Open Source Software complemented by support, training, development, and consulting services in order to raise funds to invest in ideas, do research, and spark innovation. Working with us is a vocation, not a career.

The Role:

As the leader of the Software Engineering Team at large, you set the tone and shape the engineering culture. You are the organization's face to our closest partners and our most important customers. Based on your unique mixture of expertise and experience, you engage at all levels in research, development, consulting, opportunity analysis, and community outreach. You report directly to the Executive Director. Compensation is commensurate with experience and qualifications.

Key Responsibilities:

- Build, organize, motivate, and empower high-performing software development and quality assurance (QA) teams by providing clear direction and guidance. Lead by example, modeling Integrity, Performance, and Teamwork
- Build a proactive, engaged, and creative team of Software Engineers and QA Analysts that embody our values by being actively involved in recruiting, developing, and assessing the performance and cultural fit of current and potential team members
- Provide general oversight and management duties for the software development and QA teams
- Lead the department in setting and reviewing Objectives and Key Results (OKRs) and create a culture of transparency and accountability regarding goal progress and attainment
- Champion a culture of quality and engineering excellence, determine the metrics and standards by which this is measured, and drive individual and team responsibility and improvement

Key Requirements:

- Bachelor's degree, but an advanced business or technical degree is desirable
- Strong written and oral communication skills
- Experience across the whole software lifecycle: architecture, documentation, programming, QA, DevOps
- 5-10 years of experience in software development and project management
- Broad and deep understanding of modern software architecture and development methodologies
- Strong QA & testing background; experience with automated testing and Continuous Integration
- Technological acumen and vision
- Knowledge of big data systems, cloud- or high-performance computing is desirable.

The HDF Story:

The Hierarchical Data Format (HDF) was initially developed in 1987 at the National Center for Supercomputing Applications (NCSA) at the University of Illinois at Urbana-Champaign to manage large and complex scientific and engineering data sets effectively. Today, HDF5 is the de facto standard for such data with a vibrant software ecosystem, and it is used in research, enterprise, and government around the globe. HDF supports all types of digital data, regardless of origin, size, or complexity, from remote sensing data collected by satellites and computational results from nuclear testing models to high-resolution MRI brain scans and financial time series data.

To ensure full consideration, please submit a resume, cover letter, and references to jobs@hdfgroup.org. For additional information, refer to our website at www.hdfgroup.org.

The HDF Group is an Equal Opportunity Employer that recruits and hires qualified candidates without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, or veteran status.

As a qualifying federal contractor, The HDF Group uses E-Verify to verify employment eligibility.

To comply with federal contracting guidance, The HDF Group employees are required to be fully vaccinated against COVID-19. If you are not able to receive the vaccine for medical or religious reasons, you may seek approval for an exemption in accordance with applicable company processes.