

## Core Requirements – Software Development Manager (SDM) L5/L6

Item	Description
<b>Job Tenure</b>	Look at the length of time in each role. The candidate should be currently leading a team in the creation of software products, custom software, or new software features for an application. Must be responsible for performance reviews.
<b>Job Responsibility</b>	They should have previous experience as a software engineer and current experience managing software development engineers. Previous experience with people management, product management, or project management.
<b>Other Descriptions</b>	Architecture, design, patent, or creation. Feature ownership.
<b>Verbs</b>	Designed, architected, developed, created, built, patented, established
<b>Specific Software Languages</b>	SDMs don't code but should have prior code writing experience.
<b>Specific Software Design Experience</b>	Service Oriented Architecture (SOA), distributed systems, mobile (sometimes OK but depends on your industry partner)
<b>Leadership Qualities</b>	They are an example for their team but will align with the Leadership Principles: Earns Trust, Hire and Develop the Best, and Think Big.

### Software Development Manager – L6

- Project and product management experience in the forms of feature negotiation with the business, prioritization, and the management of software projects for their team
- MUST formally manage people and have examples of hiring, retaining top talent, developing them, and promoting them. Must be responsible for performance reviews
- May have experience managing out low performers
- Overall, Leadership Principles are important as they will be an example for their team, however, Earns Trust, Hire and Develop the Best, and Think Big.

## How do we assess?

- Automated test – Data points on: software systems design, people management, product management, project management
- Recruiter Screen – Data points on: Earns Trust, Hire and Develop the Best, and software systems design

## Resume

- Software systems design should appear as architecture, design, patent, creation or feature ownership in current or very recent role
- Previous software engineering experience: the candidate should indicate that they formerly wrote code in a strongly typed object-oriented language (Java, C++, C#, Ruby, Python, Groovy)
- The candidate should be currently managing a software development team including directly managing and developing the careers of multiple software engineers. This must be formal management experience, where the candidate is formally evaluating software engineers, promoting them, working to retain them, managing them out, etc.
- The candidate should be currently leading a team in the creation of software products, custom software, or new software features for an application.

## Debrief Non-Negotiables (typically)

- Systems Design Experience
- Tech Dive Deep
- Hire and Develop the Best
- Earns Trust
- Think Big

