

Role Profile

Role Title	Level	Team	Function
Digital Engineering Team Leader		IFGL Technology – IT	Digital Engineering

Purpose of the Role – What you will do

You will lead and evolve IFGL’s Digital Engineering capability — transforming a team rooted in legacy on-premise systems into a modern, cloud-ready engineering function. This is a hands-on technical delivery role with team leadership responsibilities looking to deliver scalable digital and data solutions aligned to IFGL’s enterprise architecture.

- Lead and develop the Digital Engineering team, ensuring delivery of robust, secure, and scalable digital solutions.
- Drive the modernisation of legacy, on-premise custom applications toward hybrid digital and data solutions using an Azure-first approach.
- Balance hands-on technical contribution with people leadership to uplift skills, embed modern engineering practices, and build a high-performing, collaborative culture.
- Utilise internal teams and external delivery partners to implement modern application architectures, integrations, and engineering standards that align with IFGL’s enterprise and solution architecture principles.

Key Contribution Areas	Measures
Team Leadership and Development	• Line management of digital engineering team and coordination of partner teams (both new and existing). • Define and track objectives and key results, ensuring performance reviews and development plans are maintained. • Build a learning culture that encourages skill development in cloud, integration, and DevOps practices. • Maintain a balanced team skills matrix to avoid technical risk hotspots and single points of failure.
Digital Engineering Strategy and Framework	• Establish and evolve development frameworks, patterns, and documentation standards aligned to IFGL architecture governance. • Introduce and champion modern engineering practices (e.g. CI/CD pipelines, Git-based version control, automated testing). • Drive re-use and standardisation through reference architectures and reusable components.

Application Development and Integration	• Oversee design and delivery of solutions using .NET, MS SQL Server, and Azure services (Functions, Logic Apps, API Management, App Services). • Ensure all developments are delivered on time, within budget, and to specification. • Review and approve technical designs for quality, maintainability, and alignment to enterprise principles and standards. • Promote adoption of Azure Data Services where appropriate (SQL, Data Factory, Databricks). • Encourage team upskilling across hybrid data and application domains. • Lean into data engineering by collaborating with Architecture and Data teams to adopt data pipelines, APIs, and modern integration patterns.
Governance, Quality and Standards	• Enforce robust version control, QA, and change control processes. • Conduct code walkthroughs and peer reviews. • Lead the standard adoption and rollout of common toolsets such as Azure DevOps (ADO) to promote consistent engineering practices, traceability, and shared ways of working across teams. • Support the Head of Architecture & Engineering in TDA submissions and solution assurance.

Regulatory and Statutory Responsibilities	• Ensure all development and support activities comply with IFGL policies, including Data Protection and Information Security standards. • Uphold audit and regulatory requirements through robust change management and documentation practices. • Assisting with periodic audit requests both internal and external •
Culture	• Foster a collaborative, high-trust environment that values openness, accountability, and respect. • Champion IFGL's core values and ensure they are reflected in team behaviours and delivery outcomes. • Promote a growth mindset and continuous improvement culture, encouraging innovation and cross-team collaboration. • Recognise and celebrate success, building team pride and shared ownership in IFGL's digital transformation journey.

Functional or Technical Knowledge and Skills Required – What you will bring

- Proven experience in software engineering leadership within hybrid or cloud-first environments.
- Strong background in .NET, MS SQL Server, and integration/API development.
- Familiarity with Azure services and DevOps toolsets (Azure DevOps, Git, Pipelines, Repos, Boards).
- Working knowledge of CI/CD, API management, and containerisation concepts.
- Understanding of data integration and engineering principles (e.g. ETL, Data Factory, Databricks).
- Knowledge of SDLC/SSDLC practices, architecture governance, and change control.

Personal Capabilities Required, e.g. skills, attitude, strengths

- Collaborative and adaptable leadership style with strong coaching skills.
- Excellent communication and influencing skills across technical and non-technical stakeholders.
- Strong analytical and problem-solving skills.
- Demonstrated ability to balance short-term delivery with long-term capability building.
- Behavioural competencies: analytical thinking, initiative, team working, influencing, and driving for quality.

People, Budget and Project Scope

- Direct leadership of 7 internal engineers and coordination of multiple partner teams.
- Accountable for technical quality and team delivery against project milestones.
- No direct budget ownership but responsible for effective utilisation of internal and partner resources.
- Works collaboratively across IT and business change functions.

