Software Development Manager

LENA is a game changer in early childhood. Research shows that back-and-forth interaction (conversational turns) between children and their adult caregivers in the earliest years is a key to school readiness and long-term outcomes. We integrate our patented "talk pedometer" technology into innovative programs to increase capacity of parents, caregivers, and educators in accelerating children's language development, school readiness, and social-emotional health.

The LENA System™ is the global standard for measuring talk in early childhood. The is comprised of several components including a web application, a cloud processing system, a proprietary audio processing algorithm, and the LENA device. The LENA System currently support 1000+ users and process over 50,000 recordings a year. It leverages several technologies and technical stacks. We are poised to make significant improvements across the entire LENA System enabling us to reach 100,000 children per year by 2025. We are seeking a **Software Development Manager** to lead our software development team along this journey.

Responsibilities:
- Lead and manage the software development team, ensuring that they have the tools, resources, training, and processes to continue developing the best possible technology experience for our customers.
- Optimally structure the team to meet our development goals, identifying obstacles and opportunities within the quality/cost/time triangle.
- Working with the CIO[2] and others across LENA, produce business requirements, technical designs, and development project plans ensuring that all parties are in the know and have a say.
- Refine our SDLC, DevOps, QA, and other processes and toolsets; unify all development into similar processes.
- Identify technical innovations, services, products, techniques, etc. that will further the LENA System.

We are looking for someone who:
- Wants to help LENA change the world!
- Has a passion for technology and sees success through the team and its accomplishments.
- Possesses a burning desire to "dig in" and get to the truth of what is actually happening.
- Subscribes to the "less is more" philosophy and leads others through knowledge and understanding.
- Gets the importance of good development processes and ensures that the correct ones are applied correctly.
- Has 5+ years of software development as an individual contributor and 3+ years of management.
- Has taken a system from concept to launch and supported the same.
- AWS, Enterprise Java, JavaScript, serverless, Atlassian, Linux, Git, SQL Server, and/or Docker experience is a plus.

LENA's team is passionate, fun, and supportive. To learn more, visit www.lena.org/joinourteam. We offer an excellent benefits package. The salary range for this role starts at $125,000. To apply, please submit cover letter with salary/compensation requirements and resume as a single pdf document to hr@lena.org.

LENA is an equal opportunity employer. All employment is decided on the basis of qualifications, merit, and business need. We are committed to building a team that represents a variety of backgrounds, identities, perspectives, and skills. The more inclusive we are, the better our work will be. EOE/M/F/D/V