



Head of Software Development (f/m/d)

Lead and empower the team leads of our development teams, promote agile ways of working, optimize processes and actively contribute to continuous improvement to drive our team and product development forward!



Graz



Full-time employee

TimeTac is a continually growing and innovative software company with a focus on developing and providing web-based and mobile time tracking solutions. We maintain a modern, open corporate culture with a strong vision and a great working atmosphere in which creative thinking is encouraged. The products of TimeTac are among some of the leading cloud applications in the categories of time tracking and absence planning solutions.

Your future Role

- In this position, you are the interface between CTO/CPO (Chief Technology Officer/Chief Product Officer) and the team leads of our development teams.
- Lead the team leads of our development teams (frontend, backend, apps, integrations), among other things through regular one-on-one meetings and feedback discussions. You will bring in-depth technical knowledge that will enable you to support the teams both professionally and personally.
- As the central point of contact for the team leads, you help to overcome challenges and conflicts and thus contribute to a productive and motivated working environment.
- Support the teams in the further development of agile tools and methods by initiating and actively promoting ideas to increase the efficiency and quality of software development. You will contribute your knowledge of agile methods such as Scrum, Kanban and other scalable frameworks to further establish agile working.
- Maintain an overview of your teams' OKRs and always keep an eye on the product and company strategy.
- In regular exchange with the team leads, you identify bottlenecks in the achievement of goals, take care of process improvements and thus advance the development teams.
- Promote collaboration between the dev teams and ensure that technical synergies are used to achieve optimal results.
- In this role, you will also report laterally to our Head of HR to actively drive the personnel development of your teams.

Our Stack

- PHP (Symfony), MySQL, Redis – backend REST API development
- JavaScript, React, Redux, HTML and CSS – frontend web development
- Swift, Objective-C and Java – native iOS and Android development
- Codeception, Jest, Selenium – automated testing
- Debian – deployed operating system
- Ansible – software provisioning and configuration management
- Gitlab, Docker – Continuous Integration and Deployment

Your Skills

- You have at least 5 years of experience in leading technical (IT, software development or similar) teams and have in-depth knowledge of agile methods.
- You have experience in software development, ideally in the areas of backend and frontend development and software architecture, in order to understand the technical requirements of the teams and be able to provide targeted support.
- Knowledge of our dev stack, especially PHP, MySQL and React, is an advantage.
- You have extensive experience and a keen interest in agile methods (such as Kanban, Scrum, lean management, change management, agile scaling methods, etc.). - It is not expected that you have in-depth knowledge of all methods, but at least some experience with one or two of them).
- Open and clear communication is one of your strengths and you have the ability to build a sustainable, trusting working relationship.
- High quality standards are a matter of course for you. You are passionate about consistently improving processes to make them more effective and efficient.
- You have a solution-oriented way of thinking and are able to keep a clear head even in stressful situations.
- Experience in personnel development, systemic coaching or agile coaching would be a “nice to have”.
- Very good written and spoken German and English skills are required.

This may inspire you

- a modern office in the city center of Graz
- flexible working time models
- mutual appreciation and respect
- possibility to work up to 2 days per week remotely
- 4 € food voucher for ever day in the office
- continuous learning culture
- multicultural team with great teamspirit
- initiatives for mental and physical fitness

- PHP, Python, Bash, Go – scripting and automation
- Elasticsearch, Logstash and Kibana (ELK stack), Prometheus – Monitoring

We use git, JIRA, Slack and Google Workspace.

We welcome applicants of any gender and origin to become part of the success story of our highly motivated team.

For this role, we provide a minimum gross annual salary of € 62.790,- (ST2 Regelstufe) in accordance with our IT collective agreement. This applies to a full-time position of 38.5 hours per week and requires a minimum of 5 years of relevant professional experience as a Head of Software Development.

Considerable over-payment is possible for ideal candidates with relevant experience and qualifications.



Your Contact

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Specialist Talent Acquisition & Recruiting

