

Manager of Software Development

We offer solutions to strongly protect files and emails by encrypting them at rest and controlling access to protected data assets. These solutions deliver consistent, policy-driven data-centric security (DCS) for Cloud and enterprise data that protects against access by unauthorized privileged administrators. Unlike other data security approaches, we work completely transparently to users and do not require any changes to existing applications.

We are seeking a **Manager of Software Development** to join our growing team!

Department: Software Development Team.

Reports To: Director of Engineering.

Workplace Type: Hybrid (in-office days are Tues-Thurs).

Location: Ottawa, Ontario, Canada. Our office is in North Kanata.

Employment Type: Full Time.

Salary Range: \$110,000 to \$160,000.

Compensation Transparency

In accordance with Ontario's 2026 Pay Transparency requirements, this posting includes the expected compensation range for this role. Actual compensation offered depends on factors such as skills, experience, internal equity, and performance.

Position Overview

We are seeking a Manager of Software Development to lead an engineering team of 4–6 developers. This role focuses on operational leadership, product delivery, and team management. This position is responsible for the execution of the engineering and product vision of stakeholders, ensuring the product is built, tested, and shipped on schedule.

This position works with and reports to, the Principal Engineer and CTO to ensure technology, product and future company alignment.

Responsibilities

- **Delivery & Execution:** Manage the full software development lifecycle (SDLC) for unity, including feature development, maintenance, and emergency fixes.
- **Team Management:** Oversee resource allocation, sprint planning, and daily operations. Conduct 1-on-1s, performance reviews, and professional development for the engineering team.
- **Operational Focus:** Identify and remove technical or administrative bottlenecks. Protect the team's bandwidth by managing external requests and maintaining a clear, prioritized backlog.
- **Stakeholder Alignment:** Translate architectural specifications from the CTO and Principal Engineer into actionable tasks. Provide regular reporting on project status, risks, and milestones to leadership. Conduct cross-functional coordination with relevant internal partners.
- **Quality Assurance:** Enforce development standards, including code review processes, automated testing coverage, and CI/CD pipelines.

Technical Environment

You must be technically proficient enough to manage developers working across a complex, systems-level stack. Familiarity with the following is required:

- Languages/Frameworks: Node.js, React (Mantine), Python, C++, and Bash.
- Systems & Infrastructure: Linux (Debian, CoreOS), Custom Distribution Development, and Service containerization.
- Security & Networking: Asymmetric/Symmetric encryption, X509 certificates, OpenSSL, REST APIs, HTTPS, NTP, SSH, etc...
- Tooling: Expert-level proficiency with Git and GitLab for task tracking and CI/CD.

Qualifications

- Experience: 7+ years in professional software development; 3+ years specifically in a formal management or team leadership role.
- Management Provenance: Demonstrated success in shipping production software and managing the lifecycle of complex fixes in cloud and data center environments.
- Communication: Ability to communicate technical trade-offs clearly to both executive leadership and the development team.

Education

Bachelor's degree in Software Engineering, Computer Science, or a related technical field.

Additional Compensation & Benefits

Employees may be eligible for additional rewards, including annual bonuses, incentive programs, or role-specific awards. Our organization provides a comprehensive benefits package, which may include health and dental coverage, wellness programs, life and disability insurance, paid holidays, vacation plus, and sick time.

- Competitive salary and benefits package.
- Professional development opportunities.
- Collaborative work environment.

Must.hold.or.be.eligible.for.Government.of.Canada.Security.Clearance.at.Secret.
Level .or.above;

Must.reside.in.the.Ottawa?Ontario.area;

How to Apply:

Send an email to esjobs@ysb.ca and be sure to include the following:

- Your full name
- The name of your YSB Employment Services Case Worker
- The Job Title of the opportunity you are applying to
- A short paragraph on how your skills match the job posting
- An updated resume that is tailored to the job that you are applying to