



Career Opportunity: S/W Engineering Manager

LOCATION: Clackamas, OR 97015
JOB CODE: 501181
WEBSITE: www.iwsinc.com

ImageWare Systems, Inc. is a leading developer and provider of identity management solutions. We provide biometric, secure credential, law enforcement and digital imaging technologies.

We have an immediate opportunity for an enthusiastic, team-focused **Software Engineering Manager** with a proven ability to motivate and enable a group of engineers to achieve extraordinary results. This position will be based in our **Clackamas office**. The **Software Engineering Manager's** role is to develop, implement and continuously improve the software development processes and team member capabilities.

Job Code 501181 AND salary expectations must be referenced in the subject line to be considered for this opportunity; candidates with US Citizenship only.

Minimum Experience and Education:

- Master's and/or Bachelor's Degree in Computer Science or equivalent degree.
- Typically requires 7+ years of professional experience, to include people management experience and the driving of product management through the full development lifecycle (analysis, design, coding, testing, maintenance).
- Minimum of ten (10) years "hands-on" software development experience programming in Java, C/C++, or equivalent. Experience with Microsoft Visual Studio, ASP.Net and .COM is a definite plus.

Duties:

- Provides leadership and management for development program and activities with involvement in definition, design, implementation, and test.
- Provides guidance to engineers doing engineering design, development and implementation work by establishing goals. Provide hands-on assistance when needed.
- Work with quality assurance, product management and technical publication team members to ensure that products exceed customers' expectations in delivering compelling features, usability, quality and performance.
- Leads development efforts to enhance current products and develop new products.
- Assists in the development of product specifications.
- Facilitates and ensures compliance with the software development processes.
- Prioritizes and tracks progress for technology-related projects.
- Evaluates and develops improved techniques for the control of development activities.
- Implements and maintains product development procedures, reporting on the performance and initiating improvements.
- Develops test capabilities and tooling to support production testing requirements.
- Provides regular status reporting to the VP / CTO as well as other Executives.
- Active in the recruitment and hiring of staff, and all aspects of project resource scheduling.
- Sets expectations and goals for the department and individual staff members, holding self and other accountable for results.
- Provides mentoring, professional development and training opportunities for staff.
- Performance manages staff, including periodic reviews and evaluations, disciplinary actions and terminations as necessary.



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- Establishes, maintains and monitors departmental policies to enforce industry standard development practices.
- Defines and promotes a successful technology vision and product development and testing strategy.
- Works with sub units and departments: sales, product management and product marketing to understand requirements and define product roadmaps.
- Manages and assists in projects to guarantee products are delivered on time.
- Keeps current with the latest technologies.
- Performs other job-related duties and responsibilities as may be defined or assigned from time to time.

Skills, Knowledge and Ability:

- Proven leadership, team development and performance management skills
- Proficient in data analysis and a strong understanding of software architectures and software lifecycle methodology
- Proficient in Microsoft Project and project management reporting.
- Solid understanding of entire development process, including project planning and implementation, specification, documentation and quality assurance
- Proven analytical, evaluative and problem-solving abilities
- Ability to effectively prioritize and execute tasks in a high-pressure environment
- Ability to think from a global perspective
- Requires familiarity with SQL and relational databases programming. Knowledge of database design and optimization is a plus
- Experience with biometric capture devices and templates is a plus
- Experience with digital imaging devices is a plus
- Assist with high-level software architecture documentation
- Demonstrated ability to multi-task, with the ability to prioritize competing deadlines
- Effective communication skills (written and verbal) with customers, suppliers, senior management, and other company personnel
- Capacity to understand, interpret and explain complex technical systems
- Ability to project a “can-do” positive attitude
- Excellent interpersonal skills
- Ability to work independently and within a team environment based in several locations

ImageWare provides an exciting, fast-paced, team-driven environment. We offer a comprehensive benefits package that includes medical, dental, vision, flexible spending accounts and 401K in addition to LTD, AD&D and life insurance. Employees enjoy ten paid holidays per year, in addition to a generous paid-time-off policy.

E-mail resume including salary history to: careers@iwsinc.com. Job Code 501181 AND salary expectations must be referenced in the subject line to be considered for this opportunity; candidates with US Citizenship only.

ImageWare Systems, Inc. is proud to be an Equal Opportunity Employer