



Software Development Manager

Cognella is looking for a Software Development Manager to work closely with our VP of Technology to lead and shape our technology team, helping us achieve our ambitious goal of breaking new ground in the academic publishing industry.

The Software Development Manager will directly manage a team that focuses on the design, development, and support of critical business systems, a wide variety of integrations, and reporting systems. We need a manager who will dig in to do everything it takes; wearing whichever hat is needed at a given moment to get things done and ensure success.

An ideal candidate's background is that of a pragmatic, full-stack developer with solid multi-language coding skills and the personality and intelligence to mesh well with a fast moving, close-knit team. The successful applicant will have the opportunity to develop skills ranging from the code details up to architectural and strategic team management. Our current internal team consists of a Product Owner, an analyst, and several offshore developers that specialize in different projects – however to meet Cognella's internal needs the various roles and location of talent could shift under the guidance of the Software Development Manager.

Responsibilities:

- Manage the internal development team by communicating daily, supporting at all levels, and training developers in our various systems
- Understand business need from Product Owner and internal stakeholders, translating into detailed requirements for the development team
- Initially hold the role of Scrum Master while striving to improve our agile process
- Make or contribute to architectural decisions that support our goals of performance/scalability, reliability, availability, and maintainability
- Be prepared to act as a planner, designer, developer, project manager, QA, release engineer, employee trainer, technical writer, or any role needed to see tasks through
- Work directly with vendors and partners to integrate external systems
- Negotiate with contractors and offshore partners to ensure we have the right talent on the team
- Stay informed about new platforms and technologies that might improve the lives of Cognella employees in unforeseen ways

General Team Responsibilities:

Under the Software Development Manager's guidance, the internal development team will:





- Solve system research, configuration, and customization needs of all Cognella employees
- Customize various open-source platforms to work with the unique model of our business—including our CRM platform, an e-commerce engine, order fulfillment software, and more
- Build and improve upon our Enterprise Service Bus integration platform's logic and configuration
- Create reusable libraries utilizing modular design principles
- Master details surrounding and improve our business data models to ensure they reflect the latest needs of the business

Qualifications:

- Bachelor's Degree in Computer Science or similar technical discipline
- 7+ years of relevant, hands-on experience in an agile web development environment
- 2+ years of experience managing a development team and/or responsible for development process/project management
- Full-stack experience with enterprise Java applications and extending PHP-based platforms
- Experience designing, developing, and testing complex integrations between business systems using available web service APIs or directly with legacy systems
- Very comfortable working in a Linux environment and writing XML and SQL
- Deep understanding of the software development life cycle from multiple perspectives
- Understanding of UX design - able to discuss and sketch out ideas and wireframes quickly
- Passionate about helping people and exceptional attention to detail; excellent organizational, time management, communication, and analytical skills
- An eye for improving operational efficiency with software
- Desired: Experience with E-commerce, ERP, CRM, ESBs, ETL, BI, Data Warehouses
- Desired: Experience spearheading DevOps improvements to maximize developer efficiency

This position is based out of our corporate office located in the Sorrento Valley area of San Diego, California. Cognella offers a competitive salary and generous stock options along with a comprehensive and competitive benefits package including: health, vision, dental, generous vacation, holiday, and sick time, as well as a 401(k) matching plan.

Important Application Instructions:

If you'd like to be considered for this role, please submit the following three items via email to careers-technology@cognella.com including "Software Development Manager" in the subject line:

- Your resume
- A list of websites you've worked on with brief descriptions of your specific contributions
- A quick, genuine message about why this position would be a great fit for you and what qualities you are looking for in an employer

All submissions will be held in confidence.





About Cognella:

Cognella offers all of our team members a stimulating and entrepreneurial work environment with great colleagues, and the opportunity to shape their position. If you've ever wanted to be part of a growing entrepreneurial business, this is your chance to really make a difference.

Cognella, Inc. is a leading provider of personalized higher-education publishing solutions, operating web properties and services under two brands: Cognella Academic Publishing (www.cognella.com) and University Readers (www.universityreaders.com). We enable professors to control their choice of content, allowing them to design and tailor course materials to specific courses and learning objectives. Our unique approach has enabled us to become a trusted source for more than 4,000 instructors and 125,000 students annually at over 600 colleges and universities nationwide. Cognella has approximately 70 employees and is headquartered in San Diego. We have a small and agile development team that is backed by the support of a 20-year old business with an established revenue model. We're working on some exciting, transformative projects this year that will both revolutionize the academic publishing space and save students money.

Cognella, Inc - An Equal Opportunity Employer

Recruiters, please do not contact us.

