Job title

Lead Solution Architect

Location

Kings Hill (Kent), near West Malling, Kent

Department

Technology

Who are RDT?

RDT is a focused and successful Agile software company. It has been working in the UK insurance market for over 20 years and in this time has been delivering highly innovative software and consulting solutions. RDT prides itself on being a disruptive force in the insurance market and has been at the forefront of many of the pivotal technology innovations. This is still true today as we continue to build industry changing products in our singular quest to Redefine Tomorrow.

The Solution Architect role at RDT

The Lead Solution Architect (LSA) reports directly to the CTO and provides technical leadership and architectural support across our Agile delivery teams. As a LSA you will be responsible for the architecture design and software design across a number of teams, technologies and initiatives as well as a member of a cross company Architecture and Design Authority, working with the Team Solutions Architects.
You will be responsible for helping to define the technical strategy, design and direction of RDT and influencing the whole team to build solutions which achieve functionality, usability, performance, scalability, security, reliability and longevity.

As part of the architecture function the Lead Solution Architect is a key role to shape and guide the right architectural and technical outcomes for our business. The role will focus on supporting our product owners and the delivery teams to efficiently deliver the needs of the business and our clients along with driving innovation, consistency and efficiency in our software.

The Lead Solution Architect is responsible for the overall solutions architecture of our initiatives, ensuring quality of design, that the designs are in line with the architecture strategy and that the designs are implementable by our technical teams. The role will need to support and influence key stakeholders, such as product owners, developers and engineering to ensure our product and architecture strategies are understood, supported and ultimately delivered.

Typically, the Lead Solution Architect will have worked in a number of challenging design roles and on challenging delivery projects both large and small. They will also have a broad range of architecture skills covering various architecture domains, methodologies and processes. The ideal candidate will retain an understanding of the technology and be able to communicate to engineering and development teams clearly how the architecture goals can be achieved. The candidate will be able to

encourage and solicit the technical skills of our teams, guiding and encouraging them to develop and deliver the approved designs.

What does this job involve?

The role will therefore have the following responsibilities:

- Leading project companywide architecture on various levels - from high level outlined architecture to detailed architecture and in some cases high and detailed level design.
- Hands-on involvement in all phases of project delivery providing architectural input across RDT teams.
- Responsibility for the documentation and other architectural deliverables, supporting the Product Owners and Business Analysts in the production of Use Cases and Use Case model, supporting Data Architecture designs in the production of agreed deliverables.
- Responsible for consistent Software design and implementation across RDT teams leading the agreement of standards via the Software and Architecture Design forums.
- Liaising with stakeholders; Product Owners, Business Analysts, Q&A, Engineering, Release, Support, Development and Account Management as well as client representatives at all levels; providing architectural steer, clarity of architecture and design strategy and encouraging best practice.
- Solution governance and quality assurance.
- Review and quality assurance of the artefacts created by our teams to ensure the quality of delivered solution to fulfil business requirements and adhere to strategic vision.
- Sharing experiences and learning points gained whilst working in assigned projects with the other members of technology community.
- Collaborating with other elements within the technology department and with all other RDT functions, with the objective of delivering successful and predictable outcomes for projects they are assigned to.
- Providing solutions for a wide range of technologies.
- Working in both traditional Waterfall and Agile environments.

Minimum, Essential & Desirable skills

Minimum

- 5+ years of experience working as a solution architect or lead designer.
- Experience of complex multi-system solution development projects with multi-dimensioned process and data requirements.
- Hands-on experience of working through the end to end project lifecycle.
- Strong communication and influencing skills.
- Good overall knowledge of a broad range of technology and technology trends.
- Excellent verbal, written and design communication skills.

Essential

Technical

- Technical background and ability to conceptualise technology into a design, in some cases without having had direct hands-on technical experience of the technology.
- A deep and up-to-date understanding of best practice application / solution architectures.
- Past experience of designing systems or components, which are scalable, reusable, sellable and profitable.
- Relevant solution architecture skills (i.e. Process, Data, Application, and Infrastructure), and a good understanding of architectural concepts, methodologies and mapping approaches.
- Experience in complex and significant Microsoft technology designs, including but not limited to .NET and related frameworks.
- High-level data modelling understanding and experience.
- A deep and up-to-date working understanding of SOA solutions.
- A solid and accomplished software engineer.
- A keen advocate of quality and continual improvement; an agent of change.
- Expert and broad base of knowledge in most of the following:
    - Windows, PC, and platform operating systems, including Windows Server, Windows 8, Windows 10, Microsoft SQL Server.
    - Internet protocols, standards and patterns such as TCP, HTTP, html/xml SOAP, Rest, SSL, Json.
    - Messaging technologies, protocols and patterns such as EDI, Azure ServiceBus, AMQP, SMTP.
    - Expert knowledge of programming languages, including C#, VB.NET, CSS 3, HTML 4 and 5, javascript, AngularJS, Bootstrap, Typescript.
    - Experience with the Microsoft Application stack and development tools including, Visual Studio 2015, ReSharper, Fiddler.
    - Hands-on experience with developing web service API's, such as REST and WCF, including versioning, licensing and security.
    - Experience in Microservice architectures, including but not limited to Service Fabric.
    - Excellent RDBMA and SQL knowledge and experience.
    - Document Databases, Search and Caching Technologies.
    - Data factories and big data analytics.
    - Mobile and cloud based solution design.

General Skills

- Affinity for change. The ability to identify opportunities and lead others through organisational and technology change.
- Ability to work with imperfect information in the environment of uncertainty whilst still maintaining high standard, evidenced designs and documentation.
- Strong risk management skills to manage architectural risk through the project lifecycle.
- Ability to multi-task to lead solution architecture on multiple projects.
- Good level of commercial awareness, the ability to understand client propositions and promote cost effective solutions.
- Ability to work to tight deadlines.
- Reliable, determined, highly motivated & proactive.
- Team player with the ability and tolerance to work with others. Communication is a key element of a successful Solution Architect.

- Can demonstrate innovative, dynamic and creative approach to problem-solving.
- Ability to work at all levels of design conceptually, logically and physically when required.
- Proactive and leading by example; hands on, involved in all tasks and taking on sprint backlog items when required.
- Good prioritisation skills.

Business Acumen

- Experience of stakeholder management at all levels; both internally and externally with excellent influencing skills.
- Demonstrate substantial experience in applying architecture principles to effect changes to a business and technical environments.
- Ability to grasp issues of a business nature and explain technical issues in business or technical language.
- Familiarity with, or ability to quickly grasp, the business drivers of our product strategy.
- Sound commercial approach to identifying solutions.
- A good understanding of the Insurance Industry would be a bonus but is not a pre-requisite.
- Ability to work with others to deliver continuous improvement.

What we need from you

Qualifications & Experience:
- A Degree, similar level qualification or qualified by experience.
- Proven experience of solution design and architecture in the successful delivery of complex, highly performing and highly scalable software systems.
- Experience of Agile and XP practices.
- Proven track record of delivering innovative solutions on the current Microsoft Technology stack.

What's in it for you?

You will have the opportunity to shape the architectural direction of RDT and its new products. This in turn will heavily influence our strategic technical and business direction and success. You will be working with sharp and innovative people who are dedicated, driven, and more than happy to share their knowledge with you. You will be expected to be the best you can be and encouraged and supported to achieve this.

Apply now

If you'd like to apply for this role, please email your CV and covering letter to HR@RDT.co.uk