

Head of Learning and Technology

Phnom Penh, Cambodia

If you are an ambitious Technology professional, have a passion for teaching and developing others and believe strongly in fair trade principles, we need you!

We are an innovative, web development agency based in Cambodia, providing high quality services to international customers. Founded on Open Source and ethical values, we partner with clients to build quality digital experiences while building further capacity and opportunities for young Cambodians. We have ambitious plans and need someone who shares our passion and is great at delivering the following:

Key Responsibilities of the role:

- Manage the delivery of technical leadership to the production department by ensuring the availability of appropriately skilled Tech Leads who provide advice and support to Agile teams
- Identify the training needs of all technical staff from results of the PDPM process, performance gap analysis, and feedback from department Managers and other relevant stakeholders to formulate the training strategies and plans which are aligned with business goals
- Assist in the recruitment of staff with technical skills to ensure that the teams have the required mix of competent professionals to support production deliverables
- Mentor technical specialists and senior staff and support them in becoming competent mentors to their teams
- Analyse external trends and internal capacity and recommend future direction for technology requirements and staff development in support of same
- Develops requirements for new and advance products, as well as upgrades and progressive releases for existing products
- Advise on best practice and standards and introduce processes to improve and maintain code quality
- Manage the Learning and Technology budget to ensure the most cost-effective use of resources in maintaining Web Essentials position at the cutting edge of project delivery
- Develop and deliver a consistently high-quality internship program and partner with HR in converting talent each year in support of succession planning internally.

We expect that you'll already have these:

- At least 10 years experience in product-engineering, object-oriented programming, software architecture, product management and mentoring developers
- At least 10 years experience in web based technologies with experience in multi-platform development, various social media platforms and APIs
- Experience leading a team of Technical specialists
- Agile experience a benefit
- Demonstrated ability to deliver technology solutions in support of strategic business objectives

- Demonstrated ability to create and deliver effective learning and development environment in support of production delivery and success
- Demonstrated capacity to collaborate across functions in providing a support service through learning and development initiatives

What to do next:

Reach out to us at jobs@web-essentials.asia with an application that demonstrates how you meet our criteria and about your motivation for joining us as we grow and continue to develop capacity within Cambodia. Only shortlisted candidates will be invited for an interview. For more information please check www.careers.web-essentials.asia, email us or call +855 (0)23 99 66 04.