Software Engineering Team Lead

Role Reports to	Chief Product and Technology Officer
Full/Part Time	Full time
Location	Summertown, Oxford (3 days a week) & remote working (2 days a week)

About Diligencia

Diligencia is a specialist information services provider, focused on due diligence solutions and corporate intelligence across Africa and the wider Middle East. Established in 2008, we use advanced technology and human insight to gather and compile high-quality legal entity data in territories where public domain information is not readily available. This data acts both as a foundation for our clients' KYC and due diligence activities as well as our investigative research; the data and insight we provide informs opinions and accelerates our clients' decisions.

Headquartered in Oxford, Diligencia has offices in Tangier, Morocco, and Dubai in the UAE, coordinating our data gathering activities across emerging markets. Our vision is to bring clarity to a region poorly served by reliable and accessible public record information.

What we believe in

- Clarity – our guiding philosophy informing everything we do, from the quality of our information, how we communicate and what we enable our clients with i.e., enabling clarity in their decision making

- Authenticity – our information is authentic because we have gone back to original and official data sources to establish unequivocal facts. We also strive to be authentic, open, and honest in our relationships with each other internally, and the clients and partners we work closely with; we provide information on emerging markets, which we believe should be easily and openly accessible to everyone

- Tenacity – we have had to work hard to build our database, tying together data from several different sources, sometimes entering it manually. Our company history, therefore, speaks of tenacity, the same kind of tenacity and attention to detail all our employees show when they go about their research

- Relationships – the relationships between the subjects on our database unlock the power of our information; the relationships we have with our clients, our employees, our suppliers, and our host governments are also key to our future success.

Job purpose

Due to our continued success in our online platform, we are expanding our portfolio to increase our current offerings adding more products to our corporate intelligence and due diligence solutions.

We have a new and exciting opportunity for a Software Engineering Team Lead to join the team based at our Head Office in Oxford.

This opportunity is to work with our Software Engineering Team developing our online platform used by our clients. We are striving to digitally transform all areas of the company and are seeking a talented and collaborative Software Engineering Team Lead to join our team and support this transformation. Our developments are predominantly web applications and support all areas of the business.

Main accountabilities

As a Software Engineering Team Lead, you will play a pivotal role in driving the design, development, and delivery of high-quality software systems while leading a team of engineers. You will be responsible for fostering a high-performance, collaborative engineering culture that emphasises clean code, scalable architecture, and agile delivery.

You will:

- Provide technical leadership across the team, setting standards for code quality, architecture, and development best practices.
- Guide the design and implementation of modular, scalable, and maintainable systems that adhere to internal quality standards and modern engineering principles.
- Mentor and coach team members, helping them grow their skills and ensuring alignment with engineering goals and practices.
- Lead architectural discussions and decisions, promoting modern design patterns including microservices, containerisation, and event-driven systems.
- Contribute to hands-on development as needed, providing expertise across key technologies (e.g., .NET, Angular, SQL Server, Docker, etc.).
- Collaborate with cross-functional teams, including Product, QA, and Infrastructure, to define and refine requirements and ensure successful product delivery.
- Promote effective agile practices, ensuring sprint goals are met and that team progress is transparent and well communicated.
- Ensure system documentation is current, clear, and accessible for future development and support needs.
- Support and improve CI/CD pipelines and promote DevOps culture within the team.
- Champion security, performance, and maintainability across all codebases.
- Drive continuous improvement, keeping up to date with emerging tools, technologies, and trends that can enhance development and delivery.

Required experience and qualifications

- Bachelor's degree (BSc/BA) in Computer Science, Engineering, or related discipline.
- 7+ years of professional experience in software engineering, including:
- C# .NET / .NET Framework
- Angular or similar TypeScript-based SPA frameworks
- SQL Server and relational database design
- Containerisation with Docker

Proven experience in:

- Leading engineering teams and projects
- Designing complex software systems and APIs
- Working with Agile/Scrum methodologies
- Using source control, build pipelines, and automated testing (CI/CD)
- Cloud architecture and deployment (Azure or AWS)

Deep understanding of:

- Software development lifecycle
- Modern architectural patterns: Microservices, Event-driven architecture
- TDD/BDD and software quality practices
- DevOps and cloud-native principles

Preferred but not essential

- Experience with NoSQL, GraphQL, Kubernetes
- Familiarity with DevOps pipelines and release management strategies
- Experience working with non-technical stakeholders and translating business needs into technical solutions
- Background in both greenfield development and support of legacy systems

Soft Skills and behaviours

- Excellent communication and interpersonal skills
- Strong problem-solving mindset and attention to detail
- Ability to thrive in a fast-paced, dynamic environment
- Focus on results, with high standards of work quality
- Adaptability and openness to change
- Empathy and a team-oriented mindset
- Commitment to diversity, equity, and inclusion

Benefits

Diligencia is a forward-thinking company that offers a generous package, including:

- Competitive base salary
- Life assurance at 4x salary
- Contributory workplace pension scheme (4% employee, 6% employer)
- 25 days annual leave
- Private health scheme

How to apply

Thank you for your interest in working at Diligencia.

Please send a copy of your CV and a covering letter to *careers@diligenciagroup.com*.

We will be in touch shortly if there is a suitable position available for you.

Unfortunately, it is not possible to respond to all applications due to the number we receive. If you do not hear from us, regrettably your application has been unsuccessful. We wish you all the best with your employment search.