## Salesforce Engineering Manager

BPP Education is entering a new phase of its growth and evolution, attracting thousands more students each year and expanding into new verticals and new markets globally. The BPP Product & Technology (P&T) organisation is evolving rapidly, and driving transformation of its platforms, digital products and experiences, in order to help BPP Education scale and meet the growth of the business in the coming years.

We’re looking for a leader to help us build and grow our Salesforce capabilities from within the wider Data Engineering team. This team enables BPP to leverage data, to inform and optimise how we deliver scalable, secure and performant experiences that delight and engage learners during their time studying with BPP and beyond, throughout their working lives.

As the **Salesforce Engineering Manager**, you will report to the Head of Data Engineering, and you will build and lead a team of Salesforce engineers. Collaborating closely with teams across BPP P&T department (Data, Product Management, Product Design & Engineering), you will help deliver and evolve BPP Education’s vision to become more customer centred, design and data informed, to build products that meet and exceed our users’ needs across our education ecosystem.

**Key responsibilities**

* Manage a team of Salesforce Engineers
* Provide guidance and mentorship to team members to help them grow and develop their skills. Encourage continuous learning and development through training, feedback, and regular performance reviews
* Be an advocate for strong engineering principles and ways of working, ensuring consistency and quality across the team
* Provide feedback on data governance policies and advocate for how they are used.
* Be up to date with industry best practices, new technologies, and emerging trends.
* Collaborate with the Data Engineering team to build a single source of truth for all business-critical information at BPP
* Develop a team of Salesforce engineers, whose responsibility is to:
	+ Capture requirements from key stakeholders, question and understand why / what problems people are trying to solve so that engineering solutions can be communicated and built
	+ Advise on latest Salesforce capability and product sets including appropriate add-ons and APIs to be able to confidently implement solutions
	+ Confidently configure Salesforce solutions that add value to customer experience, staff experience and data integrity.
	+ Ensure that all Salesforce development is testable, scalable, maintainable, easy to read and understand
	+ Responsible for robust testing practises and continuous optimisation, understanding that leveraging different testing methodologies is key to delivering a high-quality product to our customers at pace
	+ Care deeply about the integrity of the data in, and connecting to, Salesforce and applying proactive and common-sense approaches to validating data quality, enabling effective usage of the data sources
	+ Apply security and protect privacy of all data following data governance policies at all time

**Essential Skills**

* Proven experience as a technical leader within a Salesforce Engineering environment
* Confident in writing and reading code
* Experience mentoring and coaching engineers
* Experience in developing Salesforce engineering skills in line with business needs
* Experience in implementing best practise and ways of working across a team
* Demonstrable experience of working in Agile environments and more importantly an Agile culture and ethos
* Deep understanding of how to translate product and business goals into technology solutions.
* Passionate about what you do and have a high interest in keeping up with current best practices in your areas of expertise.
* As a great influencer with great communication skills, you love sharing your knowledge with others and helping them grow.

**Desired Skills**

* Well versed in the following: cloud-based data storage solutions, data lakes, customer data platforms