



DevOps Lead

Department: IT Development

Reports to: Chief Technology Officer (CTO)

Main Location: Cambridge House, Henry Street, Bath

About Novia

Novia Financial is an award-winning financial technology company based in the heart of Bath, just a 5-minute walk from the train and bus stations. We are entering a period of sustained enhancements to the platform and the surrounding services that we provide, and as a result, we need to increase our development capacity and expand our capabilities.

We're determined to deliver technology that will keep us ahead of the competition and there are opportunities for both experienced IT professionals and those willing to learn on their feet to help us meet that challenge. If you like working in a highly collaborative environment geared towards frequent delivery of high value and quality business solutions, Novia could be your next step.

We are based in the heart of Bath and are just a five-minute walk from the train and bus stations. For more information about us, please visit <https://www.novia-financial.co.uk/>

Our key objectives:

Novia is embarking on a significant period of growth that will result in us having the best wealth management platform in the industry combined with an efficient operation that enables great outcomes for our end-users. To achieve this, we need outstanding individuals to join the team to enable and support the following outcomes:

- > Deliver sustainable value to our customers and colleagues in the possible time with the maximum benefit.
- > Create a healthy work environment that supports team members to thrive and develop through continuously learning.
- > Optimise cost-to-serve so that we can provide the best value platform in our industry.
- > Embed common ways of working across teams and with our key partners to deliver business and technical agility.
- > Ensure quality, security and compliance is built into everything we do making inspection redundant.
- > Foster and optimise operational excellence in everything we do.

About the role

The DevOps Lead will head up an expanding DevOps function, as we develop our capability within Novia. The successful candidate will be part of an Agile Release Train team building and deploying microservices to enhance our existing award-winning wealth platform. The role is a mixture of technical and managerial and will involve:

- > Establishing and shaping a DevOps competency and recruiting/developing a small team of DevOps Engineers.
- > Establishing and maintaining CI/CD pipelines in Azure DevOps and the build of client environments in Microsoft Azure.
- > Preparing release plans, performing dry run's and executing releases into Dev/SIT/UAT/PreProd and Production environments.
- > Automating the activities in the CI/CD and deployment pipelines.
- > Influencing and building relationships with colleagues and delivery partners.
- > Establishing a culture of continuous improvement with the collaboration, mentoring, and coaching of less experienced staff.
- > Constantly challenge existing practices and processes and suggest improvements. Developing, implementing, and sharing best practice.

You will, from time to time, be required to undertake other activities that fall within your capabilities as directed by management.

About you

The successful candidate will take pride in delivery, continuous improvement, and capability development. Their background will include:

Essential:

- > Experience designing and embedding DevOps processes into a Company, both technically and culturally.
- > Experienced in Infrastructure as Code using Terraform.
- > Experience of using container and orchestration services, using Kubernetes and helm charts.
- > Experienced in migrations from classic data centres to Cloud (Microsoft Azure).
- > Expertise in Microsoft Azure and its relevant build, deployment, networking and security technologies in cloud and hybrid environments.
- > Experienced in deploying Highly Available applications in the Cloud (Microsoft Azure).
- > Experience designing and supporting complex multi-tier, services based, production systems at scale.
- > A good understanding of applications and infrastructure monitoring, logging and ability to build auto-scaling infrastructure, ideally in DataDog.
- > The ability to build and maintain CI/CD pipelines and underlying infrastructure for successful operation and utilisation.
- > A good understanding of GIT source control.
- > Experience of test-driven development and implementing automated test solutions and pipelines.
- > Experience of managing and deploying databases, such as MS SQL, MongoDB, and Postgres.
- > Experience of managing, motivating, coaching, and developing a team.
- > Experience using Azure DevOps, or similar ALM tool.
- > Experience of Windows Servers and Linux administration.
- > Degree or equivalent qualification – preferably maths, science, computer science or similar.

Desirable:

- > Proven experience working within an agile environment, ideally SAFe.
- > Experienced in the design and delivery of enterprise-level Highly Available solutions.
- > Microsoft Azure Platform as a Service products:
 - Azure Kubernetes Services (AKS)
 - Image management software such as Artifactory/ProGet
 - App Services
 - Security Services (Key Vaults/AAD)
 - Blob storage
 - Snowflake
 - Confluent Kafka

Working at Novia Financial

Some of the benefits of working at Novia Financial:

- > Competitive salary.
- > Discretionary bonus each year.
- > Working from home options available.
- > Flexible working hours available.
- > 25 days holiday per calendar year plus bank holidays, with the option to purchase or sell up to 5 additional days per year.
- > Tech Scheme (buy discounted electrical products and pay back monthly via Company payroll).

- > Cycle to Work scheme.
- > Supported and encouraged professional development.
- > Regular social events.
- > Flexible dress code in the office.
- > Private Medical scheme.
- > Income protection scheme.
- > Group contributory pension scheme.
- > Internal mentoring scheme.
- > Employee Assistance Programme (EAP).
- > Interest free season ticket loans for travel costs.
- > Various corporate gym membership rates.
- > Novia Foundation Day in support of charitable activities.

What's it like to work at Novia Financial:

Novia has a culture based on transparency, trust, collaboration, achievement and fun. We appreciate one and other and are outcome oriented. We want to help you achieve, within a team environment, grow your career and set you up for success – while also recognising the importance of a healthy work/life balance. We are selective on who we employ making sure that candidates have the values and behaviours required to become a 'Novian.'

Working at Novia is a bit like climbing a mountain. We all know which way is up, make sure if someone slips the rope is secure and they don't fall, and we all reach the summit together and celebrate not only our achievement but how we got there. If you think you have the makings of becoming a Novian, then email us an up-to-date CV to jobs@novia-financial.co.uk along with a short note to capture our attention.