

Assistant Manager, Software Development

This position currently follows a hybrid work schedule, with three in-office days. Tuesday and Thursday are Company anchor days, and the third day will be worked out with your manager.

Position Summary

The Assistant Manager, Software Development supports the planning, coordination, and execution of technology initiatives within the Information Technology department. This role plays a key part in leading modernization efforts for Quincy Mutual's legacy WINS system, while ensuring operational continuity. The Assistant Manager will work closely with internal teams, onshore and offshore development partners to execute modernization projects using contemporary technologies such as .NET, Java, Python, and cloud-based platforms. This is a hands-on technical leadership role. In addition to leading teams and driving delivery, the Assistant Manager is expected to actively contribute to solution design, code reviews, troubleshooting, proof-of-concepts, and development of key components. The successful candidate will lead by example, remaining engaged in the technical implementation while mentoring developers and establishing engineering best practices.

Principal Accountabilities

Modernization and Technical Leadership

- Lead and coordinate modernization initiatives to transform the AS400/COBOL-based WINS system into a scalable, cloud-ready platform.
- Partner with architecture, infrastructure, and business teams to develop a phased modernization roadmap.
- Provide hands-on technical guidance in .NET, Java, or Python development as needed.
- Promote use of cloud-ready/native tools, APIs, and automation frameworks to streamline modernization and integration.
- Ensure modernization efforts align with business continuity, compliance, and data integrity requirements.
- Actively design, develop, and review application code for critical modernization initiatives, serving as a technical contributor on complex projects.
- Perform hands-on development, debugging, performance tuning, and root cause analysis for high-priority production and project issues.
- Conduct architecture and code reviews to ensure solutions meet Quincy Mutual's standards for quality, security, scalability, and maintainability.
- Develop proof-of-concepts and reference implementations to evaluate new technologies and accelerate modernization efforts.
- Establish and promote engineering best practices, including automated testing, CI/CD, code quality standards, and DevSecOps principles.

Project and Delivery Management

- Oversee multiple concurrent projects, ensuring milestones, and deliverables are met.

- Manage and collaborate with onshore and offshore development teams, ensuring quality, timelines, and communication consistency.
- Manage the software development lifecycle (SDLC), from requirements to deployment, using Agile or hybrid methodologies.
- Support the Manager, Software Development in maintaining production control standards and IT governance policies.
- Coordinate third-party software integrations and vendor-delivered components.

Business and Data Insight

- Develop a strong understanding of property and casualty (P&C) insurance business operations and system dependencies.
- Collaborate with data teams to ensure data migration, transformation, and accessibility are optimized during modernization.
- Support analytics and reporting improvements as legacy systems evolve into new architectures.

Leadership and Staff Development

- Mentor and guide developers both onshore and offshore, ensuring adherence to coding, testing, and documentation standards.
- Foster collaboration and accountability across distributed teams.
- Assist in performance reviews and professional development planning for assigned staff.
- Serve as acting manager during absences of the Manager, Software Development.

Communication and Relationship Management

- Act as a liaison between IT, business units, onshore and offshore teams to ensure shared understanding of project goals and progress.
- Provide clear, consistent updates to senior leadership on project status, risks, and mitigation plans.
- Support cross-functional workshops and knowledge transfer sessions to strengthen system understanding across teams.

Job Requirements

Experience

- Minimum 7 years software development experience with 2 years managing people or project management.
- P&C experience is required.
- Proven experience in managing and collaborating with onshore and offshore development teams, with oversight of the project team and deliverables.
- Hands-on experience in at least one modern programming language (Python, Java, or .NET).
- Familiarity with cloud computing concepts (AWS, Azure, or GCP) and modern integration frameworks.

- Experience working with or modernizing legacy systems preferred.

Education

- Bachelor's degree in Computer Science, Information Technology, or related field.
- Certifications in cloud platforms, system architecture, or project management (e.g., AWS Certified Solutions Architect, PMP, or Agile) are advantageous.

Skills

- Strong understanding of both legacy and modern development ecosystems (AS400/COBOL, .NET, Java, Python).
- Exceptional communication and coordination skills across distributed teams.
- Strong data analysis and systems integration capabilities.
- Excellent problem-solving, organizational, and prioritization skills.
- Ability to manage complex technical and interpersonal dynamics in a multi-vendor environment.

Values

- Demonstrates adaptability, accountability, and continuous learning.
- Promotes teamwork and respect across global teams.
- Balances innovation with operational reliability and compliance.
- Upholds integrity, transparency, and quality in all work.

Salary Range: \$115k-140k per year. This range is a good faith estimate which reflects the annual salary we reasonably expect to pay for this specific full-time position at the time of posting. The actual salary offered will be based on several factors including the candidate's experience and qualifications.