

Job vacancy

Engineering Manager

Date: November 2025

Looking for an exciting and rewarding career?

theidol.com is looking for an Engineering Manager to lead and develop high-performing software engineering team members to deliver reliable, scalable, and innovative technology solutions that meet business objectives.

The Idol is a successful financial technology business based on the edge of the stunning Lake District National Park in Cumbria. Our location offers the opportunity for an exceptional work life balance, allowing you to enjoy the countryside, find inspiration and unwind.

We've been innovating in financial services since 1999 and are dedicated to transforming insurance technology to protect what matters.

As part of the Legal & General Group (since 2010), we proudly partner with household brands such as Go.Compare, ComparetheMarket and Confused.

We are committed to early adoption of new technologies, progressive working practices and supporting everyone to be accountable to deliver their best quality work. You can find out more on [our website](#).

Job purpose

As Engineering Manager, you will be responsible for creating an environment of accountability through technical excellence, psychological safety, and continuous improvement, while balancing delivery commitments with long-term technical strategy. With a high-level view over a number of squads, the Engineering Manager oversees the quality and timeliness of performance delivery of software solutions produced by all team members, liaising between technology, product, and business stakeholders to ensure the achievement of business objectives.

Principle accountabilities

- Managing team capacity, prioritisation, and resource allocation to build high performing teams that meet business commitments effectively, balancing team bandwidth against business priorities and eliminating resourcing / skillset single points of failure.
- Setting and managing performance and skills targets of the engineering teams, ensuring a balanced and fair approach to performance and talent management.
- Recruiting, coaching and developing team members, fostering career growth, continuous feedback loops, and engagement with the organisational culture.
- Creating growth and career progression, supporting promotions and succession planning with the engineering team.
- Drive accountability for high-quality timely delivery of software solutions within software engineering squads, balancing speed, quality and business value.
- Foster a culture of continuous improvement and innovation within software engineering squads by identifying, addressing and learning from systemic challenges.

- Facilitating two-way communication between squads and internal stakeholders regarding business and product strategy, and technology approaches.
- Managing conflict and disputes should they occur to maintain team dynamics, culture and cohesion.
- Championing diversity, equality, and inclusion, ensuring an environment where all team members can thrive.
- Acting as a key stakeholder in shaping technology strategy, roadmaps and long-term planning.
- Encouraging experimentation and adoption of new technologies, tools and approaches to strengthen the organisation's competitive advantage.
- Consider, relevant to the role, the needs and objectives of all our customers, including vulnerable customers, to ensure that they receive good outcomes.

Person specification

Knowledge, experience, and qualifications

- Proven experience managing dynamic engineering teams in a fast-paced environment.
- Experience coaching and mentoring engineers at various skill levels.
- Strong background in software engineering with experience across modern programming languages.
- Solid understanding of software engineering principles, quality practices and delivery methodologies.
- Proven track record of successful delivery of complex technology projects, balancing technical debt, quality and speed.
- Experience with agile methodologies, CI/CD, DevOps and cloud-based infrastructure.
- Familiarity with information security, compliance and regulatory standards relevant to the organisation and financial services industry.
- Familiarity balancing technical depth with organisational and business objectives.
- Familiarity scaling engineering teams and managing cross-team dependencies.
- You must act to deliver good outcomes for retail customers

Behaviours

- Leads by example – modelling integrity, accountability, and professionalism in all interactions.
- People-focussed leader – builds trust, delegates effectively, empowers teams and invests in individual growth. Above all else, cares deeply about people and their development.
- Strategically minded – able to align technical execution with business vision and long-term goals.
- Communicates with clarity – provides verbal and written communication in English that is clear and concise for technical colleagues and non-technical stakeholders.
- Adaptable and resilient – thrives in ambiguity, navigating change effectively, and maintaining composure under pressure.
- Decisive yet collaborative – makes sound technical and organisational decisions while engaging the right stakeholders.
- Embraces feedback and challenge – invites diverse viewpoints and positively challenges assumptions to achieve better solutions.
- Outcome-driven – focuses on delivering business and customer value.
- Champion of culture – promotes inclusivity, psychological safety, and continuous improvement.
- Innovates with purpose – explores new technologies and practices thoughtfully.
- Takes ownership and accountability for their role and conduct to ensure good outcomes for customers and empowering their team to do the same.

Scope

This is a full-time Monday to Friday role working an average 37.5 hours per week.

Hybrid flexible home/office working supported. There is a requirement to attend the office in Cumbria approximately twice a month or as frequently is required to meet the role requirements (expenses will be provided depending on your location).

Salary in the range of £60,000 to £80,000 depending on experience, 27 days holiday plus public holidays, plus performance-rated bonus, enhanced pension, and generous private medical, family, sickness and insurance benefits, and share schemes.