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CAREER IN IT: TEAM LEADER

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Анотація

В даній роботі розглядаються професійні обов'язки командного керівника, визначаються особливості даної професії, і надаються поради щодо вдосконалення професійних навичок.
Ключові слова: командний керівник, менеджер проектів, навики, керівництво.

Abstract

This work studies the professional duties of a Team Leader, it outlines the features of this profession, and gives tips how to improve professional skills.
Keywords: Team Leader, Project Manager, skills, management.

Managing people is difficult. Managing people effectively is incredibly difficult. Team Leader is an IT specialist who manages his development team, governs the technical side, takes part in work on the project architecture, writes and reviews the code, and performs some particularly complex tasks of the project.

Generally, there are two team leader roles involved into a software development project: a Project Manager (PM) who is responsible for management issues, and a System Architect who deals with the tasks that demand technical solutions. The Team Leader generally fulfills both roles, but the emphasis of his responsibilities is on management.

The project management in the sphere of IT combines the procedures, principles and policies of doing business. It leads the project beginning with the concept of the product development and up to the project completion. Of the many possible approaches and methods, a team leader needs to choose the only one optimal and customized method suitable for him personally and for his project. It is one thing to carry out routine tasks strictly according to the scripts from the book, another thing is to develop your own special tools to take into account the priorities of the company. Therefore, project management, that is, the methodology of managing a company within the division of all the work in the projects, is getting more popular in all the industries [1].

The team leader performs mainly management functions, being responsible for signing down the contract with the customer, maintenance and fulfillment of the contracts and dealing with other documents. He is the person who assesses the amount of work to be done, defines the budget and schedules the work. His responsibility is to set priorities while planning the tasks and the subtasks, as well as to perform project management functions such as design, marketing and development. He is responsible for proper delegation of authority within the team for achieving maximum efficiency, release planning and development of each employee in a team and his/her professional growth [1].

The technical competencies of the team leader include the transformation of the business problems into the technical tasks, understandable to developers: code writing, software development, testing, project design, etc. It is the team leader who has to understand all the problems that arise and offers the ways for their solution. He also carries all the responsibility for the quality and technology of the project.

A team leader is an important link between a customer and developers. Moreover, the more complex the business task, the more important role the team leader plays. In fact, this is an indispensable person who possesses managerial and technical skills.

Taking into account all the above-mentioned professional duties and responsibilities, it was proved that in order for a team leader to be effective, he should follow the following tips:

— Be always ahead. If he wants to be perceived as a leader, he must act on his own. The team leader is responsible for his business and the employees will ask him for advice. If he manages to inspire

them, he will be able to change the whole company for the better. The team leader is the heart and the pulse of the business.

— Be passionate. Great leaders are not just focused on getting group members to finish tasks on time. Leaders inspire others through true caring for the feelings and concerns of each team member.

— Motivate members. Ideas for leadership provide inspirational motivation to encourage and include being genuinely passionate about ideas or goals, to help members. The team leader should be ready to offer recognition, praise and rewards for his group/members' accomplishments [3].

— Support the team. Effective leaders know that all the team members can be equal participants of the software development cycle. Success must be shared among all the teammates, not only among high-class personnel. The efforts of everyone should be acknowledged and appreciated - this will help to maintain the team members' involvement and commitment to the common cause [4].

— Do not settle for Mediocre: is it not fun to hire people, so employers often settle for the first-to-come person to hire. However, this practice can lead to weaknesses within a team. Once a team leader realizes a member of the team is performing at a mediocre level, it is important to support him to do better. If there is no improvement, he should be aware that the time has come to find a new team member.

— Be a thoughtful leader: top talented can appear too good to work for moderate companies with weak brands. The more the team leader can position himself as an authority in the industry, the more talented employees will naturally be attracted to the business.

— Trust is Crucial: a team member can be a highly intelligent and a hard worker, but if it is not possible to trust that person, it is time to let him/her go. It should be born in mind that the desire to keep such a person, could cause bigger problems to deal with when disaster strikes. It is evident that daily operations could take a big hit if a team leader retains employees who cannot be trusted.

— Forget the money at first. It is recommended to hire people whose main motivation is to build a team or those who have a passion for doing business in general. Money is extremely important but when it is dominating, it can be a distraction. It is important if the employees care about the success of the common business.

— Never stop learning. Leadership is not only an innate quality; it can also be developed in each of us. A team leader must be aware of his/her own actions and his/her motivation, he should challenge himself every day, receive feedback from his employees, and, in turn, influence them. First of all, leadership means a clear understanding of the people he is to lead [5].

These are just a few tips, but there are a lot of them. Each leader must develop his own unique and effective approach.

Why should people strive to become a Team Lead? This occupation does not only provide career growth and high salary but it also gives a great opportunity and the possibility to apply your own ideas into practice. As a result, it will lead to respect from the workers and provide the recognition from the society. In addition, this profession is versatile, as a team leader possesses administrative and managerial skills, and acquires the ability to interact with both customers and developers.

There is also a negative side, namely a high level of responsibility not only for his own work, but also for the results of the work of the whole developers' team. The need to constantly switch between different tasks and irregular working days hours can also be challenging [6].

To sum up, it is necessary to add that Ukraine has great potential in the sphere of IT and software development. Therefore, everyone possessing the required skills and desire can become a team leader. It is worth just a little effort.

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