

Bord Bia

Codeplus Delivery Lead

Role Description – June 2026

ROLE OVERVIEW

Codeplus is requested to appoint a Delivery Lead to own the day-to-day execution of the SQAS Programme — a complex, digital transformation being delivered on behalf of Bord Bia. The programme encompasses the build of a new audit & certification management system and Farm Assurance Standard (FAS) platform, serving thousands of farmers, auditors, and certification professionals across multiple quality assurance schemes.

This is not a project coordination role. Bord Bia requires someone who has seen complex software programmes go wrong, knows why they go wrong, and has the experience and authority to prevent it. The Delivery Lead will be the primary point of accountability for Codeplus’s delivery commitments — holding the team together, managing risk before it becomes a problem, and acting as the primary bridge between Codeplus’s development team and a senior client.

In order for this project to proceed and be delivered successfully, Bord Bia is requesting that recruitment commences immediately and an appointment is made as a matter of utmost urgency. Bord Bia is also requesting their involvement and approval in the appointment.

Organisation	Codeplus Ltd
Client	Bord Bia — Irish Food Board
Contract Type	Fixed Term (18 months with option to extend)
Status	Required — as a matter of urgency
Salary	90k – 100k
Commitment	Full-time
Reports To	Tim Mackey
Location	Dublin, Ireland (Hybrid; on-site presence required for key governance meetings and workshops)
Key Relationships	Bord Bia Programme Owner, Bord Bia QA SME, Codeplus Technical Team

SCOPE OF ROLE

The Delivery Lead owns the full lifecycle of programme delivery across both iterations of the SQAS programme, from specification and design through to go-live and stabilisation. The role operates across two distinct but related responsibilities: internal delivery leadership of the Codeplus team, and external accountability to Bord Bia as the client.

Delivery Governance

- Owns day-to-day project delivery across all phases of the programme — ensuring a realistic project plan is in place, milestones are met, dependencies are managed, and blockers are resolved without delay
- Establishes and embeds a disciplined SDLC from the outset ensuring that all deliverables are met before moving to next phase of the development cycle.
- Control all areas of the development process: sprint process, environment management, release governance, change control, and incident management

- Chairs Codeplus-side delivery meetings and produces weekly status reports to the Bord Bia Programme Owner, including sprint velocity, risk status, and upcoming decisions
- Maintains Jira to agreed standards — backlog hygiene, sprint planning discipline, and defect triage — in line with the standards set by Bord Bia's Change Advisory Board
- Identifies and manages programme risks proactively, with clear mitigation plans and early escalation to the Bord Bia Programme Owner in real time — not retrospectively
- Represents Codeplus at delivery reviews and contributes to monthly Steering Committee reporting

Client Relationship

- Acts as the primary point of accountability for Codeplus on all delivery matters — escalations, scope queries, milestone sign-off, and commercial performance
- Works closely with the Bord Bia Product Owner to ensure specifications are complete, unambiguous, and developer-ready before any build begins
- Ensures all sprint deliverables, release notes, and change requests are reviewed and presented to Bord Bia to agreed standards before sign-off is requested
- Participates in the Release Go/No-Go gate process — confirming Codeplus's readiness and presenting evidence of exit criteria being met
- Maintains transparent, evidence-based communication with Bord Bia — issues are raised in real time, not managed to avoid difficult conversations

Team Leadership

- Manages the delivery of the Codeplus programme team.
- Holds the development team accountable to quality standards and delivery commitments.
- Owns the knowledge-transfer plan and documentation standards programme — ensuring the second developer is onboarded and that no single-person dependency exists on any team member
- Champions structured documentation discipline: architecture decisions, business rules, data flows, and operational processes must be captured and maintained as living assets accessible to Bord Bia
- Oversees the data migration programme, ensuring validation, rollback capability, and zero disruption to live operations
- Contributes to Codeplus's broader evolution as an AI-augmented software team, helping embed new ways of working including the use of Claude Code

PERSON SPECIFICATION

Essential

- 15+ years of experience managing and delivering complex bespoke software systems projects, with a proven track record leading multi-phase programmes from specification through to live operation
- Deep, practical knowledge of modern SDLC practices — has implemented SDLC approaches across teams, written branching strategies, enforced release processes, and recovered programmes that were in difficulty
- Strong technical literacy: able to read a data model, interrogate an architecture diagram, and have a credible conversation with a technical architect or senior developer about trade-offs, without needing to write code
- Demonstrated experience managing senior client relationships, including difficult conversations about delays, scope, and expectations — in a public-sector or semi-state context
- Experience bridging business and engineering — translating stakeholder needs into delivery reality and pushing back constructively when scope, timeline, or quality are at risk
- Experience establishing delivery governance from scratch in an environment maturing its practices: RASCI, risk registers, RAID logs, stage gate processes
- Strong written communication: able to produce clear programme status reports, risk registers, and milestone documentation without it becoming a bureaucratic exercise
- Must be available to commence the role promptly and able to commit to full-time presence from day one

Desirable

- Experience in agri-food, certification, regulatory technology, or government/semi-state client environments

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- Familiarity with database consolidation or legacy migration programmes: the specific risks, validation approaches, and parallel-run disciplines involved
 - Formal training / qualification in project management
 - Exposure to AI-augmented development workflows and an informed view on how to integrate tools such as Claude Code into a delivery process without losing rigour
 - Experience recruiting and developing software teams, instilling a culture of quality and accountability
 - Familiarity with Enterprise Ireland funding programmes and the reporting obligations they carry