

<b>Job title</b>	<b>Senior Software Engineer</b>		
<b>Job family</b>	<b>Technology, Systems &amp; Delivery</b>	<b>Grade</b>	<b>8</b>

<b>Job purpose</b>
Responsible for the design of software, and for implementation and operation of effective software and tools.

<b>Key responsibilities and accountabilities</b>
<ul style="list-style-type: none"> <li>• Lead the design and development of effective software that meets complex product and business needs</li> <li>• Review and give constructive feedback on others' code</li> <li>• Drive work to successful completion across the immediate team</li> <li>• Write appropriate tests using automated test driven techniques for ensuring code quality and coverage</li> <li>• Integrate the software with monitoring and support tools</li> <li>• Ensure the teams software works in its operating environment</li> <li>• Write, review and take responsibility for technical documentation</li> <li>• Lead troubleshooting and resolution of issues throughout the product life cycle, including out of hours support for incident resolution</li> <li>• Participate in and lead as required, the team's agile planning and delivery process</li> <li>• Effectively participate in and help improve the teams software development methodologies, such as pairing, code and documentation reviewing and continuous delivery</li> <li>• Work with project, product and technical leads to design software and create implementable specifications and tasks at feature and component level</li> <li>• Work with 3rd Party ("Indies") where necessary offering direction, support and documentation</li> <li>• Mentor and coach more junior staff. Provide technical leadership and direction to peers and colleagues. Line Management of 1-2 software engineers (if appropriate)</li> <li>• Learn new technologies and keep abreast of existing technologies and help introduce them where appropriate</li> </ul>

<b>Knowledge, skills, training and experience</b>
<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Extensive experience writing and maintaining large scale robust production software in a fast changing environment with rapid release cycles</li> <li>• Expertise in one or more mainstream development language/frameworks</li> <li>• Expertise with one or more mainstream development and deployment tool chains (IDE, SCCS, CI)</li> <li>• Competence in database design and use in software applications</li> <li>• Expertise in web architecture and key technologies (HTTP, DNS, distributed design)</li> <li>• Expertise in test driven development and broader testing and QA concerns</li> <li>• Expertise in developing for operational and non functional concerns (monitoring integration, performance testing, scale, availability and resilience, security considerations)</li> <li>• Extensive experience of project working and professional software development processes, including agile</li> </ul>

- Competence in translating product requirements into technical solutions
- Demonstrable experience in using design patterns
- Effective leadership and collaboration inside and beyond the team. The ability to influence diverse stakeholders effectively
- Takes responsibility for driving work to completion across the team
- Technical Lead on at least 1 Medium/Large sized project (3 months +)

**Desirable**

- Worked on multiple projects or codebases concurrently
- Software Engineering or computer science degree or equivalent
- Experience of mentoring and supporting less experienced members of the team

**Job impact**

**Decision making**

- Write, review and take responsibility for technical documentation
- Collaborating with stakeholders and product managers to understand business requirements and influence product requirements
- Design and communicate the design of software features or components that meet business and product requirements
- Leads and implements software to meet business and product requirements independently
- Review others' work and give constructive feedback for improvement
- Resolve operational incidents, deciding on immediate and follow up actions and improvement plans

**Scope**

*Finance: Responsible for headcount budget of £125k*

*Line Management: Mentoring of more junior staff. Line management of 1-2 staff*

*Ad-hoc Teams: Participates in ad-hoc teams with up to 30 members  
 Participation in process or technology strategy working groups as SME or to represent their team/division  
 Participation in cross divisional forums for improvement of share tools and practices  
 Occasional participation as temporary member in another unit or department as SME*

**Other information**

**For Reward team use only**

Job Code	
Definition:	Content

## JOB DESCRIPTION



*This job description is a written statement of the essential characteristics of the job, with its principal accountabilities, incorporating a note of the skills, knowledge and experience required for a satisfactory level of performance. This is not intended to be a complete, detailed account of all aspects of the duties involved.*

**Appendix**

There may be sub-sets of the generic job described above which require additional technical skills. This appendix to the generic job description can be developed to cover such situations.

<b>Division</b>	
<b>Reports to (title)</b>	
<b>Location base</b>	

<b>Organisation structure</b>	

<b>Additional job specific responsibilities and accountabilities</b>	
<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>	

<b>Approval</b>	
<b>Manager</b>	Name and job title
<b>HR Business Partner</b>	Name
<b>Date</b>	