

Job title	Junior Software Engineer		
Job family	Technology, Systems & Delivery	Band	C

Job purpose
Responsible for implementing effective software and tools to given designs.

Key responsibilities and accountabilities
<ul style="list-style-type: none"> • Develop effective software that meets given specifications with review and mentoring by others in the team. • Write appropriate tests using automated test-driven techniques for ensuring code quality. • Integrate the software with monitoring and support tools, supported by others in the team. • Contribute to technical documentation. • Help to troubleshoot and resolve issues throughout the product life cycle, including out of hours support (with support from others in the team). • Learn and use the team's agile planning and delivery process. • Learn and participate in the team's software development methodologies such as pairing, code and documentation reviewing, and continuous delivery • Learn new technologies and keep informed of existing technologies.

Knowledge, skills, training and experience
<p>Essential</p> <ul style="list-style-type: none"> • Computer science/software engineering graduate or equivalent experience developing production software. • Competence in one or more mainstream development languages and frameworks. • Experience of one or more mainstream development and deployment tool chains (IDE, SCCS, CI). • Knowledge of the web architecture and key technologies (HTTP, DNS, distributed design). <p>Desirable</p> <ul style="list-style-type: none"> • Effective collaboration within a team – ability to speak up, challenge, agree and commit. • Experience of database use in software applications. • Experience of agile project working within a professional software development environment. • Experience of releasing their software to a production environment.

Job impact
<p>Decision making</p> <ul style="list-style-type: none"> • Decisions or actions have a continuing impact on the effectiveness of own team/department's work and also impacts on the effectiveness of other areas.

Scope

Finance: No financial responsibility.
Line Management: No line management responsibility.
Ad-hoc Teams: Participate in ad-hoc teams of 6-10 writing software in the context of a project rather than a product.

Other information

For Reward team use only

Job Code	
Definition:	Content

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.

Division	Content Product Workflows
Reports to (title)	Software Engineering Team Lead
Location base	Salford

Organisation structure	
<p>The team is made of 6 engineers, comprising a unique mix of front-end, back-end and broadcasting expertise. We are a highly collaborative team. We value our staff, offering regular training and development opportunities, as well as ‘innovation time’ - allowing dedicated time for self-improvement, learning and innovation. We take the time to reflect and improve on how we are working through team retrospectives and individual mentoring. We are a hard-working team who is supportive, who cares about each other and promotes a healthy work-life balance. We offer opportunities for flexible working and a friendly working environment, as the recent 2019 Hired survey indicates, branding the BBC the number one employer in Tech.</p>	

Additional job specific responsibilities and accountabilities
<p>Here are the technical skills we are looking for, you may have experience of some, but not necessarily all of them:</p> <ul style="list-style-type: none"> • Designing and writing front-end software (ES2018 / ReactJS / Preact) • Knowledge of stylesheets and stylesheet compilers (CSS / SCSS) • Familiarity with server-side JavaScript (Node.js) • Awareness of software testing best practices and basic knowledge of a testing framework • Ability to rapidly acquire new technical skills and to work with new technologies <p>Other desirable skills that we will take into consideration are:</p> <ul style="list-style-type: none"> • Basic experience in back-end coding, ideally with Python • Familiarity with CI/CD & cloud technologies (such as AWS) to implement deployments • Awareness of design patterns and coding best practices