

Job title	Junior Software Engineer		
Job family	Technology, Systems & Delivery	Grade	6

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 other in the team) • Learn and use the team's agile planning and delivery process • Learn and participate in the teams software development methodologies, such as pairing, code and documentation reviewing and continuous delivery • Learn new technologies and keep abreast 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

Decision making

- Reports to Principal Software Engineer or Senior Software Engineer or Engineering Manager or Head of Software Engineering
- Job holder is allocated tasks
- Independently decides what the code is within a given object or function but work is reviewed by others in the team
- Independently writes tests to check quality of code
- Troubleshoots independently or with the support of others where necessary
- 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. If the work is done correctly the audience sees value, but if done incorrectly problems could emerge at any point during the life cycle of the software

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	
Reports to (title)	
Location base	

Organisation structure	

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

Approval	
Manager	Name and job title
HR Business Partner	Name
Date	