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|-------------------|---|--------------|----------|
| Job title | Software Engineer | | |
| Job family | Technical Systems & Delivery | Grade | 7 |

Job purpose

Responsible for implementing effective software and tools for given designs.

- Key responsibilities and accountabilities**
- Develop effective software that meets given specifications
 - Review and give feedback on others' code
 - Write appropriate tests using automated test driven techniques for ensure code quality
 - Integrate the software with monitoring and support tools
 - Support system integration in its operating environment
 - Write and review technical documentation
 - Help to troubleshoot and resolve issues throughout the product life cycle, including out of hours support for incident resolution
 - Participate in the team's agile planning and delivery process
 - Effectively 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**
- Essential**
- Demonstrable experience writing and maintaining robust production software
 - Competence in one or more mainstream development languages and frameworks
 - Competence with one or more mainstream development and deployment tool chains (IDE, SCCS, CI)
 - Knowledge of the web architecture and key technologies (HTTP, DNS, distributed design)
 - Competence in test driven development and broader testing & QA concerns
 - Competence in developing for operational concerns (monitoring integration, performance testing, security considerations)
 - Experience of project working and professional software development processes, including agile
 - Effective collaboration within a team – ability to speak up, challenge, agree and commit
- Desirable**
- Experience of database design and use in software applications

- Takes responsibility for driving tasks to completion
- Understanding of designing & implementing for non-functional concerns
- Worked in a professional software development environment on several projects (including experience in testing, design and release)
- Experience of releasing their software to a production use case
- Participated in reviews and inspections of code (sat with a peer or someone more senior reviewing your code)
- Software Engineering or Computer Science Degree or equivalent

| Job impact | |
|---|--|
| Decision Making | |
| <ul style="list-style-type: none"> • <i>Reports to Principal Software Engineer or Software Engineering Manager</i> • <i>Tasks are allocated to the job holder by the team lead</i> • <i>Undertakes tasks independently</i> • <i>Independently writes tests to check quality of code</i> • <i>Assesses feedback from reviews and incorporates as appropriate</i> • <i>Troubleshoots independently or with the support of others where necessary</i> • <i>Contributes to the teams iterative and collaborative design and implementation decisions</i> | |
| Scope | |
| <i>Finance:</i> | <i>No financial responsibility</i> |
| <i>Line Management:</i> | <i>No line management responsibility</i> |
| <i>Ad-hoc Teams:</i> | <i>Participates in departmental hack days and external ad-hoc events (typically 5 to 20 members)</i> |

| Other information | |
|---------------------------------|-------------------------------------|
| For Reward team use only | |
| Job Code | |
| Definition: | Content / Content Support / Support |

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.

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|---------------------------|--|
| 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 | |