

Job title	Senior Software Engineer		
Job family	Technology, Systems & Delivery	Proposed band	D

Job purpose
Responsible for the design of software, and for implementation and operation of effective software and tools.

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

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

- 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.

Division	News Products & Systems, BBC Design & Engineering
Reports to (title)	Principal
Location base	London W1

Organisation structure	
<p>BBC News Web Engineering delivers trusted news to hundreds of millions of readers all over the world in 40 languages. In some parts of the world we are the only unbiased news service. We support a wide range of devices and care deeply about scale, performance, and accessibility. We work in agile, flexible teams, and have an exciting roadmap for future development.</p> <p>Given the trust placed in BBC News, we work carefully and responsibly to deliver the best possible news service for the web.</p> <p>We're looking for a Senior Software Engineer to join our Reach and Languages team, based in New Broadcasting House in London W1. Reach and Languages focus on extending the reach of BBC News to new readers around the world by improving our language support and pioneering new and engaging ways of discovering and exploring the latest selection of news content.</p> <p>Day to day you'll be building web components for our pages including high quality CSS at scale and accessible semantic HTML, improving our automated test coverage, working with our page assembly configurations, integrating with internal APIs, helping to define and develop our cloud infrastructure, raising and reviewing pull requests, mentoring and supporting other developers, engaging with other web, frameworks and data teams, and helping with future feature planning.</p> <p>Essential experience</p> <ul style="list-style-type: none"> • High-quality JavaScript (including ES6) • High-quality HTML5 and Sass/CSS • At least one of: Ruby, Node.js, PHP • Public cloud architecture and core AWS technologies • Test-driven development, code reviews and git-based workflows • Good interpersonal skills and a cooperative approach to working and problem solving <p>We are committed to healthy work-life balance, so flexible hours and remote working are possible. Additionally, you get access to the BBC Pension scheme, BBC Club and to the BBC Academy where you can pick from a wide range of online and in-person training courses.</p>	

Additional job specific responsibilities and accountabilities
Desirable experience

JOB DESCRIPTION



- Detailed Knowledge of HTTP, Caching, CDNs, TLS and core Internet protocols and technologies
- Defining and developing high-volume, horizontally scalable web architectures.
- Engaged in the wider Web engineering community
- DevOps and CI/CD environments and operational support of live applications
- A passion for News products

Approval	
Manager	Stefano Belloro
HR Business Partner	Tim Burden
Date	01/12/2017