

<b>Job title</b>	<b>Junior Software Engineer</b>		
<b>Job family</b>	<b>Technology, Systems &amp; Delivery</b>	<b>Band</b>	<b>C</b>

<b>Job purpose</b>
Responsible for implementing effective software and tools to given designs.

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

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

<b>Job impact</b>
<p><b>Decision making</b></p> <ul style="list-style-type: none"> <li>• 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.</li> </ul>

**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.*