

<b>Job title</b>	<b>Software Engineer</b>		
<b>Job family</b>	<b>Technology, Systems &amp; Delivery</b>	<b>Grade</b>	<b>7</b>

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

<b>Key responsibilities and accountabilities</b>
<ul style="list-style-type: none"> <li>• Develop effective software that meets given specifications</li> <li>• Review and give feedback on others' code</li> <li>• Write appropriate tests using automated test driven techniques for ensure code quality</li> <li>• Integrate the software with monitoring and support tools</li> <li>• Support system integration in its operating environment</li> <li>• Write and review technical documentation</li> <li>• Help to troubleshoot and resolve issues throughout the product life cycle, including out of hours support for incident resolution</li> <li>• Participate in the team's agile planning and delivery process</li> <li>• Effectively participate in the teams software development methodologies, such as pairing, code and documentation reviewing and continuous delivery</li> <li>• Learn new technologies and keep abreast of existing technologies</li> </ul>

<b>Knowledge, skills, training and experience</b>
<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Demonstrable experience writing and maintaining robust production software</li> <li>• Competence in one or more mainstream development languages and frameworks</li> <li>• Competence with 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> <li>• Competence in test driven development and broader testing &amp; QA concerns</li> <li>• Competence in developing for operational concerns (monitoring integration, performance testing, security considerations)</li> <li>• Experience of project working and professional software development processes, including agile</li> <li>• Effective collaboration within a team – ability to speak up, challenge, agree and commit</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Experience of database design and use in software applications</li> <li>• Takes responsibility for driving tasks to completion</li> <li>• Understanding of designing &amp; implementing for non-functional concerns</li> <li>• Worked in a professional software development environment on several projects (including experience in testing, design and release)</li> <li>• Experience of releasing their software to a production use case</li> <li>• Participated in reviews and inspections of code (sat with a peer or someone more senior)</li> </ul>

- reviewing your code)
- Software Engineering or Computer Science Degree or equivalent

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

<b>Other information</b>	
<b>For Reward team use only</b>	
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.

<b>Division</b>	<b>Design &amp; Engineering (News Labs)</b>
<b>Reports to (title)</b>	<b>Head of News Labs</b>
<b>Location base</b>	<b>London</b>

<b>Organisation structure</b>	<p>This is a chance for you to shape some of the most important new projects in News as part of one of the most innovative teams in the BBC.</p> <p>News Labs is a small team experimenting with new approaches to news and prototyping new tools – from exploring the potential of Virtual Reality and Voice platforms to social media bots or tools helping journalists make cutting edge videos in multiple languages.</p> <p>We are looking for an imaginative, flexible and talented Software Engineer to help lead News Labs’ work discovering the ways in which we can power new and interesting workflows for editors and journalists.</p> <p>Please visit our blog to see some of the projects we have been working on:  <a href="http://bbcnewslabs.co.uk/projects/">http://bbcnewslabs.co.uk/projects/</a></p>
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<b>Additional job specific responsibilities and accountabilities</b>
<p><b>KEY RESPONSIBILITIES</b></p> <ul style="list-style-type: none"> <li>• Work closely with editorial stakeholders and other developers to initiate, specify, design and build prototypes that create great impact on BBC journalism our audience and the wider News industry.</li> <li>• Help to run and take part in industry hackathons, and collaborate with universities and other media organisations.</li> <li>• Help shape our work across a wide portfolio of different prototypes and pilots.</li> </ul> <p><b>THE IDEAL CANDIDATE</b></p> <p><b>ESSENTIAL ATTRIBUTES:</b></p> <ul style="list-style-type: none"> <li>• An enthusiasm for News with a willingness to experiment and try new solutions to problems faced by editorial and technical teams.</li> <li>• Flexibility to deal with changing projects and priorities in a short space of time.</li> <li>• Excellent development skills and experience building applications in Javascript &amp; Node.js</li> <li>• Good knowledge of software architecture principles.</li> <li>• Proven experience of test driven development: unit and integration</li> <li>• Experience of Agile Programming and working within a collaborative team</li> <li>• Understanding of Service Oriented Architectures and consuming RESTful web services via HTTP</li> <li>• Experience of front end development</li> </ul> <p><b>A BIG PLUS WOULD BE:</b></p> <ul style="list-style-type: none"> <li>• Experience of Unix OS</li> <li>• Experience of database and document store technologies</li> <li>• Experience of deploying and supporting applications deployed to AWS</li> <li>• Experience of CI</li> </ul>

<b>Approval</b>	
<b>Manager</b>	Name and job title
<b>HR Business Partner</b>	Name
<b>Date</b>	