

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**
- 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**
- Essential
- 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

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.

