

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

<b>Job purpose</b>
Responsible for the design of software, and for implementation and operation of effective software and tools.

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

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

- Experience in using design patterns.
- Effective leadership and collaboration inside and beyond the team. The ability to influence diverse stakeholders effectively.
- Takes responsibility for delivering work to completion across the team.
- Technical Lead on at least one medium/large sized project (3 months+).

**Desirable**

- Experience of working on multiple projects or codebases concurrently.
- Software engineering , computer science degree or equivalent.
- Experience of mentoring and supporting less experienced members of the team.

**Job impact**

**Scope**

*Finance: Responsible for headcount budget of £125k.*

*Line Management: Line management of 1-2 staff*

*Ad-hoc Teams: Participates in various ad-hoc teams of up to 30 members..*

**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.*