

Job title	Senior Software Engineer		
Job family	Technology, Systems & Delivery	Grade	8

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	
<ul style="list-style-type: none"> • 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	
<i>Finance:</i>	<i>Responsible for headcount budget of £125k</i>
<i>Line Management:</i>	<i>Mentoring of more junior staff. Line management of 1-2 staff</i>
<i>Ad-hoc Teams:</i>	<i>Participates in ad-hoc teams with up to 30 members</i> <i>Participation in process or technology strategy working groups as SME or to represent their team/division</i> <i>Participation in cross divisional forums for improvement of share tools and practices</i> <i>Occasional participation as temporary member in another unit or department as SME</i>

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	Design & Engineering (News)
Reports to (title)	
Location base	London

Organisation structure	
<p>News Labs is a multi-discipline incubator, exploring scalable opportunities at the intersection of:</p> <ul style="list-style-type: none"> • Journalism • Technology • Data <p>We work closely with BBC NEWS and BBC R&D, and we collaborate with News organisations, and academic & research institutions globally.</p> <p>News Labs is the focal point for News’ innovation work, sharing its knowledge and experience where needed and enabling News to develop new ideas and products in the most efficient and effective manner.</p> <p>BBC News Labs is looking for a talented and influential front-end designer/developer to join our core team to build beautiful, functional and exciting applications.</p> <p>Some of the areas we’ve been exploring right now include 360, VR, live streaming and language technology.</p> <p>Please visit some our blog to see some of the projects we have been working on: http://bbcnewslabs.co.uk/projects/</p>	

Additional job specific responsibilities and accountabilities
<p>KEY RESPONSIBILITIES</p> <ul style="list-style-type: none"> • Design and develop user interfaces which change the way journalists work, and audiences consume news. • Work closely with editorial stakeholders and other developers to initiate, specify, design and build prototypes that create great impact on BBC journalism and the wider industry. • Help to run and take part in industry hackathons, and collaborate with universities and other media organisations. • Help shape our ways of working across a wide portfolio of different projects. <p>THE IDEAL CANDIDATE</p> <p>ESSENTIAL ATTRIBUTES:</p> <ul style="list-style-type: none"> • An enthusiasm for News with a willingness to experiment and try new solutions to problems faced by editorial and technical teams. • Flexibility to deal with multiple small projects in a short space of time. • A good grasp of UX design – you’ll often be doing the design as well as the ‘front end’ development. You should have experience making things that look great without a design team and be comfortable hooking your front end into APIs built by others. • Excellent front-end web development skills: <ul style="list-style-type: none"> o HTML5. Semantic markup patterns for flexible reuse.

- o CSS / SCSS. Good understanding of modern techniques such as Responsive Web Design.
- o JAVASCRIPT. Excellent JavaScript programming skills, with knowledge of developing modular applications.
- Strong interest in user interface design
- Experience of TDD
- Experience of consuming RESTful web services via HTTP.
- Experience of Agile Programming, pairing and working within a collaborative team.

A BIG PLUS WOULD BE:

- Experience of frameworks such as Angular, React
- Interest/experience in data visualisation (D3.js, maps, etc.)
- Experience of deploying and supporting applications deployed to AWS
- Experience in Version control systems (Subversion, Git).
- Experience of Unix OS
- Experience of writing high quality server side code
- Experience of database technologies

Approval	
Manager	Name and job title
HR Business Partner	Name
Date	