

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

**Job impact**

**Decision Making**

- Reports to Principal Software Engineer or Software Engineering Manager
- Tasks are allocated to the job holder by the team lead
- Undertakes tasks independently
- Independently writes tests to check quality of code
- Assesses feedback from reviews and incorporates as appropriate
- Troubleshoots independently or with the support of others where necessary
- Contributes to the teams iterative and collaborative design and implementation decisions

**Scope**

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)

**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.*

**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>	News
<b>Reports to (title)</b>	Lead Architect, Systems Integration, Distribution
<b>Location base</b>	WI

<b>Organisation structure</b>	

<b>Additional job specific responsibilities and accountabilities</b>
Java Backend developer with significant hands on current Apache Camel experience.

<b>Approval</b>	
<b>Manager</b>	Nigel Fry, Head of Distribution
<b>HR Business Partner</b>	Kirsty Lee
<b>Date</b>	17 <sup>th</sup> September, 2018