

<b>Job title</b>	<b>Principal 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, implementation and operation of effective software and tools, and sharing specialist knowledge in specific business and technology domains.

<b>Key responsibilities and accountabilities</b>
<ul style="list-style-type: none"> <li>• Lead the design and development of effective software that meets strategic business needs for immediate team and broader BBC.</li> <li>• Ensure alignment of the team’s products and services with BBC technology and architecture strategy.</li> <li>• Provide knowledge and best practice to the broader BBC in areas of specialist knowledge.</li> <li>• Ensure the team’s approach to testing is fit for purpose.</li> <li>• Lead integration of the software with monitoring and support tools.</li> <li>• Provide technical knowledge, insight and leadership to peers and colleagues.</li> <li>• Review and give constructive feedback on others’ code.</li> <li>• Support product and departmental managers in communicating strategy and product fit and effectiveness to stakeholders at all levels.</li> <li>• Ensure the team’s software works well in its operating environment.</li> <li>• Be an expert on the BBC’s operating environments who team members can consult. Play a part in shaping those operating environments.</li> <li>• Ensure that the team’s technical product documentation is always complete, accurate and coherent.</li> <li>• Lead troubleshooting and resolution of issues throughout the product life cycle including out of hours support for incident resolution.</li> <li>• Work with other technical leaders in the broader organisation to define, document and distribute best practice and standards.</li> <li>• Lead and encourage continuous improvement of the team’s delivery and development processes.</li> <li>• Participate in 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 product and roadmap level.</li> <li>• Work with third party providers where necessary providing direction, support and documentation.</li> <li>• Learn new technologies and keep abreast of existing technologies and help introduce them where appropriate.</li> </ul>

<b>Knowledge, skills, training and experience</b>
---

**Essential**

- Experience designing and writing software for large scale applications in a fast changing environment with rapid release cycles.
- Expertise in multiple mainstream development frameworks.
- Expertise in business domains, relevant to the BBC.
- Expertise with mainstream development and deployment tool chains (IDE, SCCS, CI).
- Expertise in database design and use in software applications.
- Experience of open source practices.
- Expertise in web architecture and key technologies (HTTP, DNS, distributed design).
- Expertise in test driven development and broader testing and QA concerns.
- Leadership experience of project working and professional software development processes, including agile.
- Expertise in choosing and applying design patterns.
- Leadership and collaboration inside and beyond the team. The ability to influence diverse and senior stakeholders effectively.
- Takes responsibility for driving products and system to success.

**Desirable**

- Computer science degree.
- Recruitment, management and mentoring experience.
- Experience of supporting, modifying and maintaining systems and code developed by others.
- Experience engaging with industry forums, interest groups or blogging and other broader industry forums.

**Job impact**

***Decision making***

- Makes decisions about the design and development of software systems to meet business and product needs. The design has significant impact on capital and ongoing operational expenditure

***Scope***

Finance: Direct budget (for third party work) £500k.

Line Management: No line management responsibility.

Ad-hoc Teams: Expected to participate in cross D&E technology and product strategy forums (up to 50 participants).  
 Expected to participate and lead (teams up to 20) in cross organisation project/solution planning and design.  
 Expected to participate in organisation, talent management and other strategic planning exercises.

--

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  
Introduction**

Now is a great time to join the BBC News & Weather digital teams. Over the last four years, we have doubled the reach of our website and apps, in both the UK and globally; when big stories hit, we regularly exceed 100m weekly users and everyone knows about it because of our push notification service that delivers millions of alerts in just a few seconds.

Over the next two years we will be creating a modern, personalised digital app experience that is important, relevant and useful for everyone, every time they use it - always with trust and transparency foremost. We will deliver a mix of universal top stories and curated content tailored to different audience needs, with a rich combination of news, live and in-depth journalism in text, image, video and audio.

We're doubling the size of the product and engineering teams by hiring over 100 new roles to support this ambition of creating a truly universal personal news service.

**How will I be successful?**

- Be a part of improving our great culture by demonstrating the right behaviours and attitudes.
- Be proactive and take opportunities to increase your knowledge and experience.
- Be a great team player and help us achieve great things together.

**Responsibilities**

You will work with us to build the next generation of our News apps, already used and loved by millions, with ambitious roadmap that helps us meet the goals outlined above.

Our welcoming, and supportive, team culture has grown organically from our shared values of:

- High-quality, user-focused, products
- Knowledge sharing
- Continuous improvement
- Personal growth
- Diversity, equity, and inclusion
- Accessibility
- Mentoring and coaching
- Pairing

You can expect to work in close collaboration with all of the other disciplines in our team (such as Product, UX, Test and Delivery) in a highly cross-functional and autonomous environment, with support and guidance from our leadership.

You will care equally as much about user value, as business value and code quality, and you'll appreciate the benefits of the right planning and communication to the delivery of these things.

Regardless of your target audience, you will be an effective and clear communicator, able to be a spokesperson and champion, representing your team to others in the business when needed.

### **Are you the right candidate?**

We're keen to speak with people with demonstrable commercial mobile development experience and a deep understanding of Android (Kotlin) or iOS (Swift) app architecture/design patterns as well as an appreciation for the wider ecosystem that apps exist within.

We'd also like to see experience of making critical architectural decisions, providing sound technical direction and communicating effectively with both technical and non-technical colleagues at all levels in an organisation.

We value leadership experience of project working and professional software development processes, including agile, as well as expertise in choosing and applying design patterns.