

| | | | |
|-------------------|---|----------------------|----------|
| Job title | Software Engineer | | |
| Job family | Technology, Systems & Delivery | Proposed band | C |

| |
|--|
| Job purpose |
| Responsible for implementing effective software and tools for given designs. |

| |
|---|
| Key responsibilities and accountabilities |
| <ul style="list-style-type: none"> • Develop effective software that meets given specifications • Review and give feedback on others' code • Write appropriate tests using automated test driven techniques for ensure code quality • Integrate the software with monitoring and support tools • Support system integration in its operating environment • Write and review technical documentation • Help to troubleshoot and resolve issues throughout the product life cycle, including out of hours support for incident resolution • Participate in the team's agile planning and delivery process • Effectively participate in the teams software development methodologies, such as pairing, code and documentation reviewing and continuous delivery • Learn new technologies and keep abreast of existing technologies |

| |
|---|
| Knowledge, skills, training and experience |
| <p>Essential</p> <ul style="list-style-type: none"> • Demonstrable experience writing and maintaining robust production software • Competence in one or more mainstream development languages and frameworks • Competence with one or more mainstream development and deployment tool chains (IDE, SCCS, CI) • Knowledge of the web architecture and key technologies (HTTP, DNS, distributed design) • Competence in test driven development and broader testing & QA concerns • Competence in developing for operational concerns (monitoring integration, performance testing, security considerations) • Experience of project working and professional software development processes, including agile • Effective collaboration within a team – ability to speak up, challenge, agree and commit <p>Desirable</p> <ul style="list-style-type: none"> • Experience of database design and use in software applications • Takes responsibility for driving tasks to completion • Understanding of designing & implementing for non-functional concerns • Worked in a professional software development environment on several projects (including experience in testing, design and release) • Experience of releasing their software to a production use case • Participated in reviews and inspections of code (sat with a peer or someone more senior) |

- 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.

| | |
|---------------------------|---------------------------------|
| Division | Design & Engineering |
| Reports to (title) | Product Manager |
| Location base | London |

| | |
|-------------------------------|--|
| Organisation structure | |
|-------------------------------|--|

| Additional job specific responsibilities and accountabilities |
|--|
| <p>Background</p> <p>The BBC currently has an exciting Web Software Engineer opportunity within the Production Toolkit team.</p> <p>We work across TV and Content Production to deliver effective web applications to enable continuous improvement in the BBC. To do this we require a talented, enthusiastic developer that has good technical understanding, and has experience working in an agile team on web products.</p> <p>We are a small team, who like to work together to deliver applications that exceed our customer’s expectations. The work can be varied taking you from a story continuity application to an event-planning tool, and working with clients such as EastEnders and Doctor Who.</p> <p>We use Angular JS & Angular 6, JavaScript, PHP (Laravel), MySQL, HTML and CSS. Our applications are targeted at desktop browsers currently, to date we have built seven web applications with more being worked on early next year.</p> <p>Role</p> <p>You’ll be working closely with the Product Manager and the rest of the development team to build a mixture of new web applications, and improving/enhancing existing ones.</p> <p>You'll join a team of six developers, a senior tester and support analyst. This is a team effort with everyone having a part to play and a voice to shape the products we make. You will report directly to the Product Manager.</p> <p>We are looking for someone with a back-end, or full stack focus, ideally in PHP/Laravel/AWS/MySQL, that has experience working in an agile team.</p> <p>Timing</p> <p>Permanent role, available now.</p> |

Role Responsibilities

- Develop and implement tasks from JIRA for new and existing applications.
- Work closely with the rest of the development team.
- Work closely with the Product Manager to help shape our applications based on customer feedback.
- Write and develop test cases to support their development
- Code review other developers work.

The Ideal Candidate

- Web development experience with a back-end or full stack focus.
- Experience with PHP/Laravel.
- Experience optimising SQL queries / experience with MySQL.
- Infrastructure experience desirable AWS and/or Linux.
- Experience working in agile team.
- You like working as part of a team to create a great product.
- Experience working in or with TV production desirable.
- Any experience with Angular / React a bonus.

Competencies

The following competencies (behaviours and characteristics) have been identified as key to success in the job. Successful candidates are expected to demonstrate these competencies:

Planning & Organising

- Is able to think ahead in order to establish an efficient and appropriate course of action for self and others
- Is able to prioritise and plan activities taking into account all the relevant issues and factors

Managing Relationships / Team Working

- Is able to develop successful working relationships with a wide range of individuals and organisations
- Takes due care and time to maintain and develop existing relationships

Decision Making

- Is ready and able to take the initiative, originate action and be responsible for the consequences of the decisions made.

Flexibility

- Adapts and works effectively with a variety of situations, individuals or groups.
- Is able to understand and appreciate different and opposing perspectives on an issue, to adapt an approach as the requirements of a situation change.

Communication

- Has the ability to clearly communicate messages, both verbally and in writing, such

that the other party understands.

- Adopts a range of styles, tools and techniques appropriate to the audience and the nature of the information
- Communicates in a timely and regular manner, and ensures the recipients' understanding

Influencing & Persuading

- Has the ability to present sound and well-reasoned arguments to convince others
- Demonstrates the ability to draw from a range of influencing strategies in order to persuade people to achieve agreement or behavioural change