

Position Description – Intermediate Software Engineer

DIVISION & TEAM	Delivery, Engineering / Solution Support	REPORTS TO	Engineering People Lead / Development Lead (or any other position as determined and advised by JSCL)
BAND	G		
FUNCTIONAL RELATIONSHIPS	<p><i>INTERNAL</i></p> <ul style="list-style-type: none"> CROSS FUNCTIONAL TEAM MEMBERS (E.G. BUSINESS ANALYST, SCRUM MASTER, SOLUTIONS ARCHITECT, EXPERIENCE DESIGNER, TEST ENGINEER), DELIVERY LEADERSHIP GROUP, COMMUNITIES OF PRACTICE, CLIENT LEADS 	<p><i>EXTERNAL</i></p> <ul style="list-style-type: none"> CUSTOMERS, THIRD-PARTY PROVIDERS 	
DOES THIS ROLE HAVE DELEGATED AUTHORITY?	NO	IF YES, DELEGATED AUTHORITY AMOUNT	N/A

1. ROLE PURPOSE

- You design, develop, maintain, and test applications software
- You make a significant contribution to the overall success of the team through technical collaboration with your team and clients, and by analysing and specifying application systems requirements for customer solutions where appropriate
- You take ownership of work and ensure client satisfaction, guiding application development, implementation, and quality control
- You use your experience and knowledge to provide guidance to your colleagues across the team

2. KEY ACCOUNTABILITIES & EXPECTATIONS

Software Design & Implementation

- You play a leading role when coding, testing and installing applications, ensuring that company quality standards are always met
- You have a good understanding of the tools and languages used by the team and pair with those at a higher level to work with established development processes
- You contribute significantly towards architectural and design decisions within your team
- You use your knowledge and experience to contribute to technical direction

Technical Collaboration

- You communicate technical issues and decisions clearly and proactively to key stakeholders
- You use strong communication skills to work successfully in a software development team environment
- You utilise clean coding, comments, and project documentation to demonstrate solutions

Innovation, Ownership

- You take ownership of, and are accountable for, defined work assignments and deadlines, including collaboration with other team members
- You identify and implement technology trends that will be able to support the future success of the business
- You work alongside and guide other engineers on the team to elevate technology and consistently apply best practices

Jade Values and Culture

- You know our values, what they mean to us and behave in line with them
- Feedback regarding your behaviour in line with the values from your stakeholders is positive and you seek feedback on areas where you might feel challenged
- You keep up to date with our vision and purpose, strategies and priorities. You ask questions if you don't understand and challenge when you have different ideas
- You behave in line with our policies, procedures and legislative obligations

Personal Development

- You have an established training and development plan, in consultation with your People Leader and you commit to delivering against it each year
- You engage in regular development conversations with your People Leader and actively work on areas of your development.

Safety & Wellness

- You actively participate in and support safety and wellness initiatives
- You understand and comply with our safety and wellness policies and procedures including emergency procedures
- Report all accidents and incidents, including discomfort and near misses promptly
- You keep your work area tidy and clear of clutter and hazards

Other duties as may be reasonably required from time to time.

3. PERSON SPECIFICATION

	ESSENTIAL	PREFERRED/DESIRABLE
Education/Training	<ul style="list-style-type: none">• Relevant IT tertiary qualification• The ability to learn new technologies quickly• Continually updating technical knowledge and skills by attending in-house and external courses, reading manuals, and accessing new applications.	<ul style="list-style-type: none">• Relevant/ongoing studies in appropriate IT certifications
Experience/Knowledge/Skills	<ul style="list-style-type: none">• Ability to use a number of development languages to a high level• Knowledge of software development process and practice, e.g. Kanban and Agile methodologies• Ability to work in a software development team environment• Willingness and desire to share your knowledge with your team and peers, providing guidance where needed• Strong communication skills - both written and verbal• Ability to establish priorities, work independently, and proceed with objectives without supervision• Strong problem diagnosis and investigation skills• 3+ years of software development experience	<ul style="list-style-type: none">• Experience in maintaining systems by monitoring and correcting software defects• Experience developing cloud-based solutions• Experience with Microsoft Stack• Customer service focus, with excellent rapport building skills• Relevant AWS or Azure Certifications