Position Description – Senior 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	H		
FUNCTIONAL RELATIONSHIPS	*INTERNAL* • CROSS FUNCTIONAL TEAM MEMBERS (E.G. BUSINESS ANALYST, SCRUM MASTER, SOLUTIONS ARCHITECT, EXPERIENCE DESIGNER, TEST ENGINEER), DELIVERY LEADERSHIP GROUP, COMMUNITIES OF PRACTICE, CLIENT LEADS	*EXTERNAL* • CUSTOMERS, THIRD-PARTY PROVIDERS	
DOES THIS ROLE HAVE DELEGATED AUTHORITY?	NO	**IF YES, DELEGATED AUTHORITY AMOUNT**	N/A

1. ROLE PURPOSE

- You play a guiding role in the development and maintenance of applications software
- You excel at analysing and specifying application systems requirements for customer solutions
- You coordinate application development, implementation, and quality control to ensure that business and user requirements are delivered successfully
- You use your experience and knowledge to mentor and upskill your colleagues across the team

2. KEY ACCOUNTABILITIES & EXPECTATIONS

Software Design & Implementation

- You own the coding, testing and deployment of applications to ensure that company quality standards are always met
- You fully understand the tools and languages used by the team and help shape development processes
- You take a leading role in the architectural and design decisions within your team
- You use your expert knowledge and experience to define 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 use a strategic mindset to identify and implement technology trends that will be able to support the future success of the business
- You lead and coach 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	• 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.	• Relevant/ongoing studies in appropriate IT certifications
Experience/Knowledge/Skills	• Proven expertise in development languages and tools • Experience and an in depth understanding of software development process and practice, e.g. Kanban and Agile methodologies • Proven track record in a software development team environment • Willingness and desire to share your knowledge through coaching your team and peers • Strong communication skills and the ability to work successfully with non-technical team members • Customer service focus, with excellent rapport building skills • Previous experience in maintaining systems by monitoring and triaging software defects • Significant experience in problem diagnosis and investigation skills	• Experience developing cloud-based solutions • Experience with Microsoft Stack • Experience in a leadership role • Relevant AWS or Azure Certifications