

## Position Description – Software Engineer

<b>DIVISION &amp; TEAM</b>	Delivery, Engineering / Solution Support	<b>REPORTS TO</b>	Engineering People Lead / Development Lead (or any other position as determined and advised by JSCL)
<b>LEVEL</b>	3		
<b>FUNCTIONAL RELATIONSHIPS</b>	<p><i>INTERNAL</i></p> <ul style="list-style-type: none"> <li>CROSS FUNCTIONAL TEAM MEMBERS (E.G. SOFTWARE ENGINEER, BUSINESS ANALYST, SCRUM MASTER, SOLUTIONS ARCHITECT, EXPERIENCE DESIGNER, TEST ENGINEER), DELIVERY LEADERSHIP GROUP, COMMUNITIES OF PRACTICE, CLIENT LEADS</li> </ul>	<p><i>EXTERNAL</i></p> <ul style="list-style-type: none"> <li>CUSTOMERS, THIRD-PARTY PROVIDERS</li> </ul>	
<b>DOES THIS ROLE HAVE DELEGATED AUTHORITY?</b>	NO	<b>IF YES, DELEGATED AUTHORITY AMOUNT</b>	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

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#### 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.

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#### 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

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

### 3. PERSON SPECIFICATION

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