L&Q Group

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| Role title  | Software Engineer  | Date  | 09/07/18  |
| Reports to Title  | Engineering Principal  | Version  | FINAL  |
| DBS Disclosure Required:  | Yes  |   | No  | X  | Standard  |   | Enhanced  |   | Enhanced +  |   |
| Responsibility for End Results  |
| Develop robust and reliable solutions to key IT requirements as defined in by architecture and the organisation. Work alongside those within the product teams to help define, and set scope of iterations or projects.  |
| *Key Responsibilities / Deliverables:*  |
| Main Accountabilities: List the major activities or functions necessary to achieve the job’s end results. The percentage of time spent on each of these should add up to 100%.  | *Time (%)*  |
| 1. Leadership and management including customer service/ values * Contribute to the team’s performance and customer service delivery whilst operating in line with L&Q values by designing, developing and implementing software
* Provide exceptional customer service to both internal and external stakeholders
 | 20  |
| 2. Strategy/ achieving objectives * Contribute towards team objectives and key performance indicators through developing software of a high quality in line with departmental standards and procedures and the architectural framework
* Additional Duties as required by management, this may include travel between L&Q sites
 | 30  |
| 3. Working with others – internal * Work collaboratively with other product teams, business development and support teams within IT, to ensure iterations/projects are delivered in a timely manner
* Work closely and collaboratively with members of the product team, with a focus on providing efficiency in the process of creation
 | 20  |
| 4. Working with others – external  • Maintain relationships with key stakeholders and partners as required  | 10  |
| 5. Budgetary responsibility  • Adopt responsibility for the creation of value, and cost efficiency in all aspects of day-to-day work  | 5  |
| 6. Compliance • Ensure own compliance in respect of governance and adherence to relevant statutory and regulatory provisions  | 5  |
| 7. Records and systems  • Maintain the necessary relevant IT records and systems  | 5  |
| 8. Risks  • Manage risks associated with areas under the jobholder’s control  | 5  |
| Financial Responsibility: Enter below any revenue, operating or capital budgets for which the role is accountable.  |
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| People Responsibility: Indicate below the number of employees for which the role has supervisory / management responsibility. If the number varies, indicate an average or a range.  |
|  | *Direct Reports*  | *Indirect Reports*  |
| Total Employees  | 0  | 0  |
| Please list below any outsourced service providers that are managed by the role (e.g. payroll), or any functional / project management responsibilities.  |
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| Technical Knowledge/Skills  |
| List of technical knowledge/ skills required to successfully perform the job role; including professional qualifications  |
| • Strong commercial experience with C#, ASP.NET, MVC, Unity, JavaScript/HTML, SQL; all within multi-tiered environments. Strong PowerShell scripting skills. Experience in MS Dynamics 365 highly desirable.  | • Awareness and understanding of key DevOps and cloud concepts including CI/CD, Iaas, PaaS and SaaS with enabled multi-disciplined, cross functional capabilities.  |
| • Experience of working in a cross-functional delivery squad working with product owners, solution analysts, solution architects and test analysts (QA).  | • Experience with full lifecycle delivery with strong SDLC (Software Development Life Cycle) practices and methodologies. Demonstrable successes in a modern engineering function is highly desirable.  |
| • Experience of working in an agile environment with at least foundational experience of digital infrastructure, continuous integration, test automation, automated software releases, configuration management and system management in a high availability cloud environment; Containerization experience highly desirable  | • Experience working in a medium-large IT organisation  |
| • Knowledge and experience of TDD, BDD and ATDD highly desirable.  | • MCPD certifications highly desirable  |
| • Knowledge and experience using the Microsoft technology stack and associated development tools.  | •  |
| L&Q Values  |
| These are our guiding principles. They describe how we deliver our mission and vision through our behaviours and actions.  |
| People  |
|  • We care about the happiness and wellbeing of our customers and employees   |
| Passion  |
|  • We approach everything with energy, drive, determination and enthusiasm   |
| Inclusion  |
|  • We draw strength from our differences and work collaboratively   |
| Responsibility  |
|  • We own problems and deliver effective, lasting solutions   |
| Impact  |
|  • We measure what we do by the difference we make   |
| Other  |
| * Commit to supporting L&Q’s environmental policy and social mission
* I will comply with all L&Q Health and Safety policies and procedures and commit to working towards best practice in the control of health and safety risks

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