Position Description – Graduate Software Engineer

DIVISION & TEAM	3i MADCAP Technology - Applications	**REPORTS TO**	3i - Engineering Manager/ MADCAP - Mobile & Web Development Manager / Technology – Engineering Lead/Development Lead (or any other position as determined and advised by JSCL)
BAND	E		
FUNCTIONAL RELATIONSHIPS	*INTERNAL* • CROSS FUNCTIONAL TEAM MEMBERS (E.G. BUSINESS ANALYST, SOLUTIONS ARCHITECT, EXPERIENCE DESIGNER, QUALITY ASSURANCE ENGINEER), PRODUCT/SERVICES 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 develop, maintain, and test applications software.
- You contribute to the overall success of the team through technical collaboration with your team and clients.
- You take ownership of work and ensure client satisfaction.

2. KEY ACCOUNTABILITIES & EXPECTATIONS

Software Design & Implementation

- You code, test and install applications, ensuring that company quality standards are always met.
- You understand the basics of the tools and languages used by the team and follow established development processes.
- You actively contribute towards architectural and design decisions within your team.

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.
- In conjunction with others, you help to identify and implement technology trends that will be able to support the future success of the business.
- You work alongside other engineers on the team to elevate technology and consistently apply best practices.

Jade Core Operating Principles

- CUSTOMER LED
  We focus on what matters most to our customers and measure success by the outcomes we help them achieve - not just the work we deliver.
  - We are curious to understand our customers context.
  - We earn trust by delivering value, not just software.
  - We understand value, growth and satisfaction are interlinked.
- AUDACIOUS TOGETHER
  We work as one team to challenge the status quo and find better ways. We are bold in our thinking and honest with each other to lift performance.

- We speak up, because better ideas come from honest dialogue.
- We say no to settling, we back ourselves to go big.
- We move at pace, we decide and then commit as one.

- DEPENDABLE BY DEFAULT
  We take ownership and follow through. We deliver what we say we will, and build trust through consistent, reliable execution.
  - We own the outcomes not just the tasks.
  - We show-up with a 'can-do' attitude.
  - We mind the gaps and help each other to find a way through.

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	• Ability to use one or more development languages. • 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. • 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.	• 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.