POSITION DESCRIPTION

Position Title: Software Engineer Senior	Direct Manager: People Leader	
Budget Responsibility: Nil	Direct Reports: Nil	Indirect Reports: Nil

WHAT YOU'RE HERE TO ACHIEVE

Key purpose: As a member of the Gallagher Security Software Development group the Senior Software Engineer will be part of an agile development team.

The main objectives are to take a leading role in the design and development of the product or feature assigned to that team.

WHERE YOU'LL FIT IN #TEAMGALLAGHER

Chief Product Officer

Value Stream Lead

People Leader

Software Engineer Senior
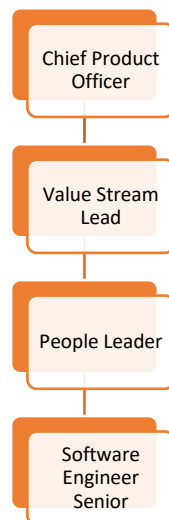
WHO YOU'LL BE WORKING WITH

INTERNAL RELATIONSHIPS	EXTERNAL RELATIONSHIPS
Project team, Project Manager, other Software Engineers, Test Analysts, Value Owners, Technical Support, Customer	customers, Channel Partners, Technical Account Managers, Industry stakeholders eg Technology Partners

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Support, Release Management, Other Delivery Teams	

Key Accountability	Outcomes/ Expectations
Technical Expertise	• Develop assigned software components using appropriate languages and tools. • Break down tasks into their constituent parts and estimate the amount of work involved to complete them. • Complete assigned tasks within a reasonable time frame. • Provide technical software support to the existing product. • Use appropriate modelling techniques (e.g. UML diagrams) to convey key software structural and behavioural characteristics to technical and non-technical stakeholders • Clearly articulate problems and propose solutions, along with corresponding advantages and disadvantages. • Create, document, maintain and communicate technical designs that meet the functional, cost, time and quality requirements. • Analyse system performance and recommend improvements. • Establish technical feasibility for assigned projects
Quality	• Adhere to agreed coding standards and practices, such as code reviews, automated testing, and unit tests. • Produce high-quality software components with a low defect rate. • Lead/manage defect investigations which result in prompt problem resolution. • Take ownership of the quality of individual output as well as that of the team. • Peer review other developers code to ensure it meets coding and quality standards, provide appropriate feedback to the author • Continuously improve the quality of the product.

	• Actively involved in timely code reviews in areas of expertise and team ownership
	• Monitor and address automation failures in the areas the team owns
Process	• Follow the internal software development process for your project(s)
	• Ensure tasks that are assigned during the project are kept updated and are completed in a timely manner.
	• Work effectively and efficiently within the team environment to help ensure project goals are achieved.
	• Identify opportunities for improvement within the development process and lead technical discussion to drive positive change.
Continuous improvement	• Stay up to date with trends and developments relevant to the position.
	• Be proactive in developing and continuously improving knowledge and skills.
	• Take responsibility for your own learning and development through a process of assessment, reflection, and taking action.
	• Mentor other developers and contribute to knowledge sharing in the engineer's area(s) of expertise.
	• Present results of research and investigations, as well as in-development and completed projects, at developer seminars, team demonstrations, and software team meetings.
	• Review project-related designs and provide feedback where appropriate.
Technical Leadership	• Mentoring others and helping problem solve and sharing knowledge with junior & intermediate members of team

HOW YOU'LL BE DOING IT

Experience and Skills required:
- A relevant tertiary qualification.
- 5 years demonstrated experience in commercial development.
- Proficient in C++ (specifically Win32, ATL, STL, understanding exceptions).
- Proficient in C# (specifically WPF, generics, .NET4).
- Proficient in cloud & web skills sets
- Experience in SQL Server development.
- Proficient in use of compiler/development environments.
- Proficient in use of version control tools and process.
- Proficient in use of debugging tools relevant to the product. The experience and ability to track down problems in products using these tools.
- Proficient at designing and documenting features or modules that are a part of a product or project.
- Has actively contributed to a successful project in a collaborative team environment.

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- Exposure or proficiency with Ruby
- Familiar with asynchronous and multi-threaded applications.
- Experience with automated testing, such as unit tests, automated API tests, UI automation, and other such techniques to improve the quality of software.
- Proven ability mentoring and enabling other team members

Protect what matters most.

Our purpose and our values apply to our extended Gallagher family including our employees, customers, partners and community.

We are creative problem-solvers
Our rich pioneering history inspires us to think differently.

We build lasting relationships
We treat everyone with integrity, and value relationships that inspire and empower us.

We trust one another
We build this through consistency, compassion, excellence and honest communication.

We respect all voices
We harness the power of different backgrounds and experiences to create exceptional outcomes.

We help each other to grow
Our curiosity and thirst for learning helps us reach lofty heights.

We're committed to a better tomorrow
Our practices, behaviours and processes are good for us all and for our planet.

We share knowledge freely
We're a global community that sees collaborative information flow as a super power.