

## POSITION DESCRIPTION

Position Title: Software Engineer Intermediate	Direct Manager: People Lead	
Budget Responsibility:	Direct Reports:	Indirect Reports:

### WHAT YOU'RE HERE TO ACHIEVE

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

The main objective is to develop specialised security solutions and maintain, test and debug our existing source code.

### WHERE YOU'LL FIT IN #TEAMGALLAGHER



### WHO YOU'LL BE WORKING WITH

INTERNAL RELATIONSHIPS	EXTERNAL RELATIONSHIPS
Value Owners, People leader, Squad members, Facilitators, other Software Engineers, Testers, Technical Support, Engineering Services	Channel Partners, Partners

### WHAT YOU'LL BE DOING

Created/ Edited:

By:

Key Accountability	Outcomes/ Expectations
Technical Expertise	<ul style="list-style-type: none"> <li>• Develop assigned software components using appropriate languages and tools.</li> <li>• Break down tasks into their constituent parts and estimate the work involved to complete them.</li> <li>• Complete assigned tasks within a reasonable time frame.</li> <li>• Provide technical software support to the existing products.</li> <li>• Use appropriate modelling techniques (e.g. UML diagrams) to convey key software structural and behavioural characteristics to technical stakeholders.</li> <li>• Clearly articulate problems and propose solutions, along with corresponding advantages and disadvantages.</li> <li>• Contribute to technical design approaches that meet the functional, cost, time, and quality requirements.</li> <li>• Analyse system performance and recommend improvements.</li> </ul>
Quality	<ul style="list-style-type: none"> <li>• Adhere to agreed coding standards and practices, such as code reviews, automated testing, and unit tests.</li> <li>• Produce high-quality software components with a low defect rate.</li> <li>• Lead/manage defect investigations which result in prompt problem resolution.</li> <li>• Take ownership of the quality of individual output.</li> <li>• Continuously improve the quality of the product.</li> <li>• Peer review junior developers code to ensure it meets coding standards and is quality</li> <li>•</li> </ul>
Process	<ul style="list-style-type: none"> <li>• Follow the internal software development process for your project(s) as specified by your Value Owner and or People Leader.</li> <li>• Ensure tasks assigned during the project are kept updated and completed in a timely manner.</li> <li>• Work effectively and efficiently within the team environment to help ensure project goals are achieved.</li> </ul>
Continuous improvement	<ul style="list-style-type: none"> <li>• Stay up to date with trends and developments relevant to the position.</li> <li>• Be proactive in developing and continuously improving knowledge and skills.</li> <li>• Take responsibility for your learning and development through assessment, reflection, and acting.</li> <li>• Review project-related designs and provides feedback where appropriate.</li> </ul>

Including any other duties not specified that may be required to complete the role, and as requested by the Reporting Manager.

## HOW YOU'LL BE DOING IT

### Qualifications Required:

- A relevant tertiary qualification or equivalent experience.

### Experience Required:

- Min. 3 years of commercial development experience.

### Knowledge/Skills/Abilities Required:

- Proficient in C++ (specifically Win32, ATL, STL, understanding exceptions).
- Proficient in C# (WPF, generics, NET4).
- Knowledge of SQL databases.
- Proficient in the use of compiler/development environments.
- Proficient in the use of version control tools and processes.
- Proficient in the 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.
- 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.

# Protect what matters most.

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

