



POSITION DESCRIPTION

Senior Software Engineer

Purpose of Position:

As a member of the Gallagher R&D Software Development group the Senior Software Engineer will be part of a development or maintenance team. The main objectives are to take a leading role in the design and development of the product or feature assigned to that team.

ROLE SPECIFICATIONS

Reports to: Team Leader

Department: R&D

Key Relationships: **Internal:** Project team, Project Manager, Business Analysts, other Software Engineers, Test Analysts, Product Managers, Technical Support

External: Some interaction with external customers, Technical Account Managers

Budget Responsibility: None

Direct Reports: None

KEY POSITION RESPONSIBILITIES

Key Accountability	Outcomes/ Expectations
Technical Expertise	<ul style="list-style-type: none">• Establish technical feasibility for assigned projects.• Create, document, and maintain technical design approaches that meet the functional, cost, time and quality requirements.• Use UML diagrams (e.g. Component, Class, State and Sequence diagrams) as appropriate to convey key software structural and behavioural characteristics.• Clearly articulate problems and propose solutions, along with corresponding advantages and disadvantages.• Analyse system performance and recommend improvements.• Develop assigned software components using appropriate languages and tools.• Break down tasks into their constituent parts and estimate the amount of work involved in completing tasks.• Complete assigned tasks within a reasonable time frame.• Provide software support to existing product.



Key Accountability	Outcomes/Expectations
Quality	<ul style="list-style-type: none"> • 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. • Continuously improve the quality of the product.

Key Accountability	Outcomes/Expectations
Process	<ul style="list-style-type: none"> • Follow the internal software development process for your project(s) as specified by your Project Manager/Team Leader. • 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 the successful achievement of project goals.

Key Accountability	Outcomes/Expectations
Continuous improvement	<ul style="list-style-type: none"> • 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.

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



PERSON SPECIFICATIONS

Qualifications Required:

- A relevant tertiary qualification.

Experience Required:

- Min. 5 years of commercial development experience.

Knowledge/Skills/Abilities Required:

- Proficient in C++ (specifically Win32, ATL, STL, understanding exceptions).
- Proficient in C# (specifically WPF, generics, .NET4).
- Experience in SQL Server development.
- Experience with COM/DCOM.
- 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 been an active contributor to a successful project in a collaborative team environment.

Knowledge/Skills/Abilities Desirable:

- Proficient in XML.
- Proficient in C++generic programming with templates
- Experience implementing Web Services.
- Familiar with asynchronous and multi-threaded applications.
- 8+ years of industry experience.
- Familiar with working with multiple versions of release product.

ORGANISATIONAL STRUCTURE:

CEO
Global GM Security
Chief Product Officer
Value Stream Leader
People Leader
Senior Software Engineer

Protect what matters most.

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

