POSITION DESCRIPTION

Position Title: Software Engineer Intermediate	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 Intermediate Software Engineer will be part of an agile development team.

The main objective is to contribute in the design and development of the user facing aspects of the product or feature that the team is working on.

WHERE YOU'LL FIT IN #TEAMGALLAGHER

Chief Product Officer

Value Stream Lead

People Leader

Software Engineer Senior (Front End)
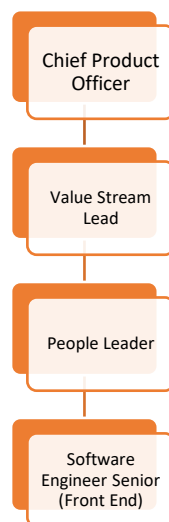
WHO YOU'LL BE WORKING WITH

INTERNAL RELATIONSHIPS	EXTERNAL RELATIONSHIPS
Project team, Product Owner, UX Lead, other Software Engineers, Test Analysts, Value Owners, Technical Support, Customer Support, Release Management, Other Delivery Teams	Customers, Channel Partners, Technical Account Managers, Industry stakeholders eg Technology Partners

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Key Accountability	Outcomes/ Expectations
Technical Expertise	- Help define the scope of work, through processes such as Design Sprints and techniques such as early prototypes and / or user story mapping. - Contribute to providing Front End Designs to help inform scope of work and implementation approach. - Develop, Test and Release 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 behavioral characteristics to technical and non-technical stakeholders. - Clearly articulate problems and propose solutions, along with corresponding advantages and disadvantages. - Contribute to technical design approaches that meet the functional, cost, time, and quality requirements. - Establish technical feasibility for assigned projects.
Quality	- Follow agreed coding standards and practices, such as code reviews, automated testing, and unit tests. - Produce high-quality software components with a low defect rate. - Carry out 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 involve in timely code reviews in areas of expertise and team ownership.

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.
	• Work collaboratively with Product Owner, UX, and other engineers to design and develop solutions and features.
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.
	• 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/tasks, at developer seminars, team demonstrations, and software team meetings.
	• Review project-related designs and provide feedback where appropriate.

HOW YOU'LL BE DOING IT

Experience and Skills required:
- A relevant tertiary qualification.
- 3 years demonstrated experience in commercial development.
- Proficient in cloud & web skills sets.
- Proficient with ReactJS and Redux.
- HTML, CSS and a modern front-end JavaScript framework such as React or Angular.
- Experience with security aspects of UI development, including OWASP, CORS policy, etc.
- Ability to work with multiple programming languages and platforms.
- Proven experience engaging and collaborating with other team members.
- Proficient in use of version control tools and process.
- Proficient in use of debugging tools with 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 an Agile and collaborative team environment.

Knowledge/Skills/Abilities Desirable:
- Experience with .Net Core.
- Experience with Ruby.

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- Experience with automated testing, such as unit tests, automated API tests, UI automation, and other such techniques to improve the quality of software.
- Experience with Docker/Containerisation.
- Experience with build and deployment systems.
- Experience developing line of business Mobile/Web applications.
- Familiar in working with multiple versions of release product.

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.

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