**POSITION DESCRIPTION**

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| **Position Title:** Senior Software Engineer | **Direct Manager:** Software Team Lead | |
| **Budget Responsibility:** Nil | **Direct Reports:** Nil | **Indirect Reports:** Nil |

**WHAT YOU’RE HERE TO ACHIEVE**

**Key purpose:** As a member of the Gallagher Animal Management Product and Technology team, the Senior Software Engineer’s focus is the design, development, and maintenance of software & systems. Additionally, the senior software engineer will collaborate with and assist other members of the team.

**WHERE you’LL FIT in #teamgallagher**

**WHO YOU’LL BE WORKING WITH**

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| **internal relationships** | **external relationships** |
| Project team, Project Manager, Business Analysts, other Software Engineers, Test Analysts, Product Managers, Technical Support | Some interaction with external customers, Technical Account Managers |

**WHAT YOU’LL BE DOING**

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| **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 in completing tasks. * Complete assigned tasks within a reasonable time frame. * Provide software support to existing product. * Lead designs and code reviews.   + Contribute to technical design approaches that meet the functional, cost and quality requirements.   + Clearly articulate problems and propose solutions, along with corresponding advantages and disadvantages.   + Use diagrams to convey key software structural and behavioral characteristics when appropriate. |
| **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. * Continuously improve the quality of the product. |
| **Process** | * Follow and provide input to the internal software development process for your project(s) as specified by your Project Manager/Team Leader. * Ensure tasks 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. * Takes initiative to collect information needed for designing solutions and checks in during the development process. |
| **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. * Learn to influence and improve other team members in design and development domains. * Identify areas for future improvement. * Contribute to the learning of others on the team. |

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 and / or Experience:**

* Significant commercial development experience.
* (Preferable) A relevant tertiary qualification in Technology.
* Has been an active contributor to a project in a collaborative team environment.

**Skills / Competencies:**

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| **Common** | * Proficient in Git and related processes. * Developer testing via unit tests, automated integration scripts and with software testing tools. * Proficient at designing and documenting features or modules that are a part of a product or project. * Proficient in use of complier / development environments. * Working with CI/CD pipelines. |
| **Embedded** | Proficient in:   * Embedded C/C++. * Debugging with and without JTAG. * Use of oscilloscope and logic analyzers. * Developing ISRs.   Significant knowledge of:   * Digital electronics and schematics. * Microprocessor architecture (timers, communications e.g. UART, SPI, PWM, resource management e.g. flash and RAM). * (Preferred) Experience working in safety standard compliant software. * (Optional) Experience with RTOS and / or embedded OS. |
| **Back-End** | Specialist in one or two of the areas below, proficient in remaining areas:   * .Net Framework, C# and Node JS * RDBMSes and NoSQL DBs (e.g., Postgres, DynamoDB) * API Protocols and Web Authentication standards (e.g., REST and JWT) * Web Security * Architectural Patterns * Containerization (e.g., Docker, Kubernetes) * Web Servers (specifically IIS) * Automated software testing * (Preferred) AWS technologies (e.g., Aurora, EC2, S3, CloudWatch) * (Optional) C / C++ * (Optional) Experience with Linux |
| **Front-End** | Specialist in one or two of the areas below, proficient in remaining areas:   * Web Application Technologies, especially with skill in HTML, CSS and JavaScript * TypeScript * Front End Frameworks (especially Angular) * Writing modern CSS and understanding CSS architectures (e.g. BEM) * Front-End Testing Frameworks (e.g., Mocha, Playwright) * Design systems * (Optional) Cross-Platform Development (mobile to desktop) * Strong Skills in UX / UI principles * (Optional) Qt with C++ * (Optional) React |
| **Full Stack** | Back-End: Specialist in one or two of the areas below, proficient in remaining areas:   * .Net Framework, C# and Node JS * RDBMSes and NoSQL DBs (e.g., Postgres, DynamoDB) * API Protocols and Web Authentication standards (e.g., REST and JWT). * Web Security * Architectural Patterns * Containerization (e.g., Docker, Kubernetes) * Web Servers (specifically, IIS) * Automated software testing * (Preferred) AWS technologies (e.g., Aurora, EC2, S3, CloudWatch) * (Optional) C / C++ * (Optional) Experience with Linux   Front-End: Specialist in one or two of the areas below, proficient in remaining areas:   * Web Application Technologies, especially with skill in HTML, CSS and JavaScript * TypeScript * Front End Frameworks (especially Angular) * Writing modern CSS and understanding CSS architectures (e.g. BEM) * Front-End Testing Frameworks (e.g., Mocha, Playwright) * Design systems * (Optional) Cross-Platform Development (mobile to desktop) * Strong Skills in UX / UI principles * (Optional) Qt with C++ * (Optional) React |
| **Mobile** | Specialist deeply in one or two of the areas below, proficient in remaining areas:   * Developing native iOS or Android apps. * Implementing Web Services (including integrating REST APIs). * Ability to work with multiple languages and platforms. (e.g., Swift, Kotlin) * Kotlin Multi-Platform Mobile (KMM) * Latest mobile programming concepts (e.g., flows, coroutines, ReactiveX capabilities, Jetpack Compose, SwiftUI etc.) * Working with device hardware sensors (e.g., Bluetooth). Cross Platform development tools (e.g., React, Flutter, KMM) |

Diagram

Description automatically generated