

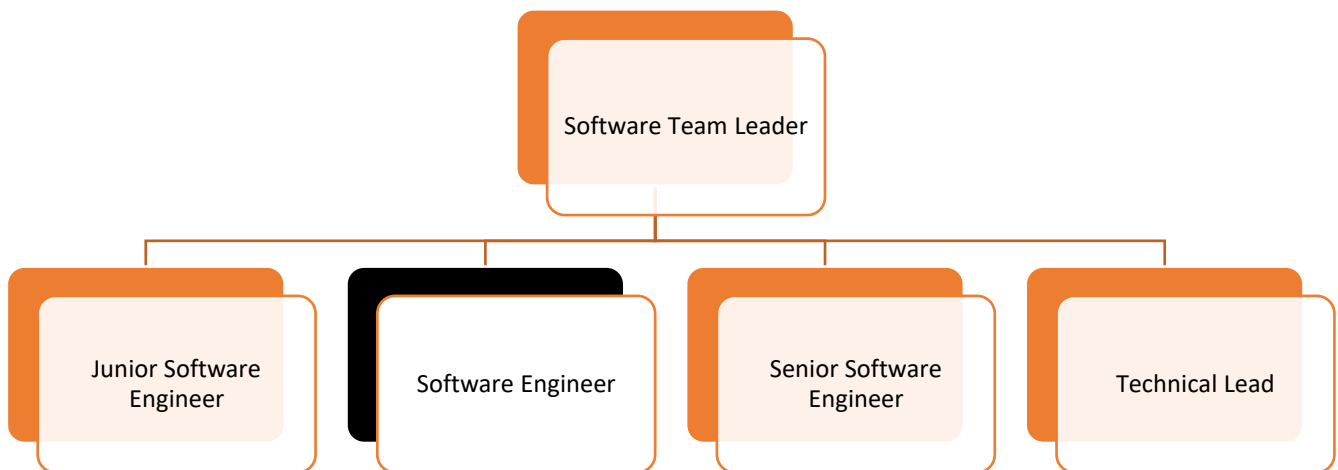
POSITION DESCRIPTION

Position Title: 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 Software Engineer's focus is the design, development, and maintenance of software & system.

WHERE YOU'LL FIT IN #TEAMGALLAGHER



WHO YOU'LL BE WORKING WITH

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

Key Accountability	Outcomes/ Expectations
Technical Expertise	<ul style="list-style-type: none"> Develop assigned software components using appropriate languages and tools.

	<ul style="list-style-type: none"> • 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 for existing products. • Make good contributions to design and code reviews in your area of operation. <ul style="list-style-type: none"> ○ 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	<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. • Learn to 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	<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 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	<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.

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:

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

Required Skills / Competencies:

Common	<ul style="list-style-type: none">• 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 compiler / development environments.• Working with CI/CD pipelines.
Mobile	<p>Experience with and capable in the areas of:</p> <ul style="list-style-type: none">• 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 Multiplatform Mobile (KMM)• Latest mobile programming concepts (e.g., flows, coroutines, ReactiveX capabilities, Jetpack Compose, SwiftUI etc.)• Working with device hardware sensors (e.g., Bluetooth).• (Preferably) Cross Platform development tools (e.g., React, Flutter, KMM)

Optional Skills / Competencies:

Back-End	<ul style="list-style-type: none">• .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• Web Servers (specifically IIS)• Automated software testing• (Preferred) Containerization (e.g., Docker, Kubernetes)• (Preferred) AWS technologies (e.g., Aurora, EC2, S3, CloudWatch)• (Optional) Experience with Linux
Front-End	<ul style="list-style-type: none">• Web Application Technologies, especially with skill in HTML, CSS and JavaScript• TypeScript

- Front End Frameworks (especially Angular)
- Writing modern CSS and gaining understanding CSS architectures (e.g. BEM)
- Front-End Testing Frameworks (e.g., Mocha, Playwright)
- Design systems
- Cross-Platform Development (mobile to desktop)
- Qt with C++

Protect what matters most.

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

