IRIS Job Specification 

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| **Job title** | Senior Software Engineer |
| **Reporting to** | Development Manager |
| **Subordinates** | None |
| **Location** | Stockton |

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| **1. Role specification** | |
| **Job summary** | You will be working as a senior software engineer as a core member of the engineering team in IRIS Software Group. You will be working with existing and new Payroll products, which help 335,000 UK businesses pay 2.5 million employees.  As a senior engineer, you will be expected to demonstrate and contribute to good development practices and standards. Given the diverse nature of technology used, you will be adaptable and comfortable with new technologies and show a keenness to learn.  We work in pods of Scrum teams with a dedicated Product Owner. You’ll be working in an agile delivery team who hold themselves accountable to the highest standards of work. You will be expected to have previous knowledge of good Agile and DevOps practises to enable this within the teams.  You will be working with web-based Payroll products. You will not be expected to be an expert in any of the technologies used, however you will need to be familiar with good development practise and code design. The technology stack covered by the teams include but are not limited to:  C#/.NET Framework, .NET Core, ASP.NET, SQL Server, AWS, Azure, Docker |
| **Main responsibilities** | * Write, develop and test high quality code * Drive culture of continuous improvement, for self and others * Contribute to agreed ways of working and team standards * Work with Agile Coaches / ScrumMasters and Product Owners to champion Agile and DevOps practices within the team * Mentor other team members in all aspects above |
| **Key relationships** | Product Owner (and wider product team)  Development Manager  Development team  Wider engineering team and communities of practice |

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| **2. Person specification** | |
| **Qualifications** | Relevant experience; |
| **Experience** | Essential:   * Demonstrable experience of C#/.NET and knowledge of SOLID principles * ASP.NET Framework / ASP.NET Core * SQL Server / T-SQL * Understanding of Agile and DevOps principles * Git * JavaScript and client-side frameworks   Beneficial:   * Cloud services background, either in Azure or AWS * Experience working with containers and microservice architecture * Experience working on enterprise scale * Jira |
| **Competencies** | |  |  | | --- | --- | | **Competency** | **Target**  **Level** | | (Core) Client & Customer Focus | 3 | | (Core) Continual Improvement | 3 | | (Core) Performance Focus | 3 | | (Core) Innovation | 3 | | (Core) Expert Knowledge | 3 | | (Technical) Technical Professional Expertise | 3 | | (Technical) Confidence & Communication | 3 | | (Technical) Managing Self | 3 | |
| **Date** | 18/03/2020 |
| This job description needs to be considered in the context of a developing and evolving service and therefore the duties described here will need to be adapted to meet the needs of a changing organisation. | |