Singtel Group

Job Opening: Spring Boot - Java Back End Developer

Interested candidates, please contact JAGADEESH BALAKRISHNAN
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Who we are:

The advertised role is for the Digital Technologies department of Singtel. Digital Technologies is front-runner within Singtel featuring self-organising Build-Run teams that take end-to-end ownership of a business domain and corresponding applications. DT works in an agile manner and is adopting a Tribes & Squads model in close cooperation with the rest of IT. Our teams take ownership across the lifecycle and our motto is "You build it, you run it, you own it, you love it!"

Our new technology stack focusses on Spring Boot deployed on AWS and React / React Native on the client side. We aim to automate repetitive actions where possible. In the infra-side, we let AWS do the heavy-lifting for us so we can focus on delivering business value. We need your help to onboard more applications on to the same stack!

Why work for Singtel Digital Technologies?

- Agile environment with persistent Build-Run teams accountable across the life cycle
- Strong alignment with business and KPIs centered around business
- Open office space with teams co-located together with Product owner
- All new things go to AWS and follow latest best practices in the industry
- Attention to technical excellence
- Culture of learning, coaching and mentoring together with an agile mindset
- Customer-facing environment with challenging scalability requirements
- Career growth path as engineer: engineers may earn more than their manager
- Dynamic organisation where change is the only constant
- Innovation is part of the yearly KPIs
- An incentive scheme with generous rewards for high-performers

Summary of Candidate Profile

You are a strong Senior Software Engineer; you love to be hands-on the majority of the time. You are always looking for new ways to improve your solutions: you master the shortcuts of your favorite editor, pick up a new tools and libraries when valuable and continue learning best practices and design patterns that improve the quality of your application.

You are eager to solve problems. You take initiative to structurally improve the software you are working on. You guide, coach and mentor your fellow team mates to help them achieve the next level. Together with the team, you help set and maintain quality standards and periodically raise the bar where feasible.

Job Description

Job Title	Senior Software Engineer
Business Entity	☒ Singtel ☐ NCS ☐ Optus ☐ Others: Enter entity name
GBU / BU / Division / Department	GCIO / SG Group IT Off / DT / Development Management
Reason for Submission	☐ New Role ☒ Existing Role – Update ☐ Others: Enter reasons
Reporting to	Development Director
Working Location	Country: Singapore / State: Singapore
Job Level / Grade	P4
HR Business Partner	Georgina Tan Ming Hwa

SECTION A: POSITION SUMMARY

DT requires strong engineers for the Build-Run teams across grades. For day-to-day work, engineers are positioned inside the multi-disciplinary teams and work to achieve business goals. In addition, engineers are part of the development practice, specialized in areas like Java, Front-end, AEM, DevOps and in future perhaps others.

Refer to front page for additional detail.

SECTION B: KEY RESPONSIBILITIES AND RESULTS

Generic responsibilities (across grades)

1.	Contribute to Singtel's Build-Run team from design to go-live and beyond.
2.	Design and develop new components
3.	Take ownership of the solutions, their architecture and non-functional qualities in production.
4.	Work as part of a Build-Run team, including teams of external vendors, developers and architects to guide and assist in delivering business requirements
5.	Have close interaction with the business
6.	Contribute to common development practices of Singtel DT
7.	Help identify new talent in the market
8.	Inspiring and mentoring developers by being a role-model as you work together in the Build-Run team
9.	Continuous improvement of technology and process
10.	Work with in-house and external stakeholders

SECTION C: MAJOR CHALLENGES / TYPICAL PROBLEMS ENCOUNTERED

1.	Move traditional software to a modern setup (e.g. Microservices / Cloud)
2.	Reduce complexity that has grown over time
3.	Achieve results that cross department boundaries when needed
4.	Combine structural improvements with continuous BAU load
5.	Set, maintain and increase standards for development

6.	Generate attention to long-term quality with short-term focused feature-requesters
7.	Follow the "you build it, you run it" principle, sharing responsibility for the development pipeline and the final delivered software.
8.	Foresee and troubleshoot problems, with focus and diligence, resolving with urgency and awareness / ownership to escalate

Markets and Customers

Target markets / segments	Potentially all customer facing Digital channels for "Singapore market" under Consumer SG, IG and GE
Impact on customers	High. Software developed by DT is typically used as unassisted channel by Singtel's end consumer.
Customer type	☒ Mainly internal ☐ Mainly external ☐ Both internal and external Internal business Product Owner drives business demand towards DT.

Staff Under Management:

SECTION D: QUALIFICATIONS / EXPERIENCE / KNOWLEDGE REQUIRED

Category	Essential for this role	Good to have
Education and Qualifications	BSc in Computer Science or similar technical	MSc/PhD in Computer Science or similar technical
Technical / Professional Skills Please provide **at least 3**	**Mobile App Software Engineer** 1. JavaScript (ES6 and up) 2. **React Native** 3. Redux & Redux Saga 4. Jest unit test 5. Swift & ObjectiveC for iOS / Java & Kotlin for Android	1. GraphQL 2. **Backend (Spring / Spring Boot)** 3. AEM 4. RESTFUL API design 5. Test Automation
	Strong hands-on coder Communication Decisiveness Modelling skills (UML) Conceptual thinking Attention to quality Get stuff done Lifelong learner Shares knowledge with others Seeks to understand underlying requirements and business rationale	Leadership Presentation Negotiation Assertiveness Challenges the status quo Contributes to the wider department Proactively pitch technical capabilities before business asks Coaching and mentoring other engineers in the team
Non-Technical / Soft Skills	Appreciation of business domains in general Considers Software Architecture as part of development	Telco-background
Other Task-Specific Knowledge		