

Job title	Software Engineer		
Job family	Technology, Systems & Delivery	Band	C

Job purpose

Responsible for implementing effective software and tools for given designs.

Key responsibilities and accountabilities

- Develop effective software that meets given specifications
- Review and give feedback on others' code
- Write appropriate tests using automated test driven techniques for ensure code quality
- Push files into their test and live environment given a variety of tools
- Help to troubleshoot and resolve issues throughout the product life cycle
- Effectively participate in the teams software development methodologies, such as pairing, code and documentation reviewing and continuous delivery
- Learn new technologies and keep abreast of existing technologies

Knowledge, skills, training and experience

Essential

- Demonstrable experience writing and maintaining performant production front end software
- Competence with one or more mainstream development and deployment tool chains (IDE, SCCS, CI)
- Competence in test driven development and broader testing & QA concerns
- Competence in developing for operational concerns (monitoring integration, performance testing, security considerations)
- Experience of project, working and professional software development processes, including agile
- Effective collaboration within a team – ability to speak up, challenge, agree and commit

Desirable

- Takes responsibility for driving tasks to completion
- Worked in a professional software development environment on several projects (including experience in testing, design and release)
- Experience of releasing their software to a production use case
- Participated in reviews and inspections of code (sat with a peer or someone more senior reviewing your code)
- Software Engineering or Computer Science Degree or equivalent experience

Job impact**Decision Making**

- Reports to Team Lead
- Tasks are allocated to the job holder by the team lead, project manager, or senior engineer
- Undertakes tasks independently or as part of a small group
- Assesses feedback from reviews and incorporates as appropriate
- Troubleshoots independently or with the support of others where necessary

Scope

Finance: No financial responsibility

Line Management: No line management responsibility

Ad-hoc Teams: Participates in departmental hack days and external ad-hoc events (typically 5 to 20 members)

Other information	
For Reward team use only	
Job Code	
Definition:	Content

This job description is a written statement of the essential characteristics of the job, with its principal accountabilities, incorporating a note of the skills, knowledge and experience required for a satisfactory level of performance. This is not intended to be a complete, detailed account of all aspects of the duties involved.

Appendix

There may be sub-sets of the generic job described above which require additional technical skills. This appendix to the generic job description can be developed to cover such situations.

Division	Visual Journalism
Reports to (title)	Team Lead
Location base	Nairobi

Organisation structure	
<p>The Visual Journalism team is made up of data journalists, UX designers and developers. We create engaging interactive and visual content to inform, educate and entertain.</p>	

Additional job specific responsibilities and accountabilities
<p>Essential experience</p> <ul style="list-style-type: none"> • Excellent JavaScript, HTML and CSS skills for building performant, responsive websites • Techniques for cross-browser backwards compatibility (e.g. progressive enhancement) • All ly and il8n knowledge • Pre-processing technologies including Webpack, SCSS, Handlebars <p>Desirable experience</p> <ul style="list-style-type: none"> • Modern JS frameworks such as React, Vue.js • Data visualisation experience, e.g. D3.js • Cutting edge front-end tech: PWAs, Service Workers, Flexbox, WebGL • Web components, custom elements and pattern libraries • Comfortable writing utility scripts and back-end code, e.g. Node / Ruby / Bash

Approval	
Manager	Toby Cox Team Lead
HR Business Partner	Tim Burden

JOB DESCRIPTION



Date	12th July 2018
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