# Senior Software Engineer, [GROUP NAME]

We're looking for a strong service and web technology-oriented C# software engineer, with the passion and professionalism to drive to the right solution to a problem rather than take the path of least resistance. The ideal candidate will strive for solutions that are technically superior while maintaining an emphasis on business value.

Our focus is on finding free-thinking individuals rather than those with memorized book knowledge. We are seeking candidates that are excited about technology, are continually looking to improve their skills, and who stay on top of current industry trends. Our engineers, at all skill levels, are given the opportunity to participate in the design of applications and have a voice in our strategic direction. This is not a position for those who like to be handed a thick stack of requirements and be left to heads-down coding. It is a position for those looking to be an active participant in evolving team culture and in the design and development of high-quality software.

A senior software engineer is expected to be a strong resource in all aspects of technical and business-related activities. Individuals in the senior software engineer role have responsibility for the design and delivery of software, helping to drive requirements, and are major contributors to the technical direction of the team and our solutions.

**Focus Areas**

* Software design and architecture (20%)
* Software analysis and development (45%)
* Code reviews (10%)
* Requirements gathering (10%)
* Participation in team processes (5%)
* Mentorship of team members (10%)

**Key Responsibilities**

* Work closely with product team to deliver solutions as part of a small, cross-functional agile team
* Analyze the code in existing systems to build an understanding of how they work and how to perform enhancements and fixes; pass that knowledge to other team members
* Implement new systems, enhancements to existing systems, and bug fixes.
* Review code that you’ve written with team members to improve quality and conform to the best practices and standards
* Participate in code reviews for other team members, offering insight on potential improvements and using it as a platform to learn, carrying lessons forward into your own work
* Develop a sense of ownership of the code in our systems, driving initiatives for improvement, addressing of technical debt, and improved quality
* Collaborate with team members and champion and influence technical direction, processes, standards, and team culture
* Help to mentor peers and other members to assist them in growing their skills, improving their work, and ensuring the right technical direction for their deliverables

**Our Goals for New Team Members**

* ***First Day:***  Locate the snacks; build out your workstation
* ***First Week:*** Merge your first pull request to master
* ***Second Week:*** Perform your first production deployment
* ***Third Week:*** Present your production feature during our technology team demos
* ***First Month:*** File your first technical debt stories to help us improve our code base

**The Ideal Candidate Will Have**

* Skilled in delivering software services and/or applications
* Comfort working with both modern and legacy codebases
* Strong ability to understand the business domain and business objectives
* Exceptional ability to translate business requirements into software solutions
* Expertise in C# and the .NET development ecosystem
* Expertise in service-oriented architecture
* Expertise with automated unit and integration tests
* Significant and recent experience in web development (HTML / CSS / JavaScript)
* Significant and recent experience with relational databases and SQL
* A general understanding of Microsoft Azure or other cloud platforms
* An understanding of NoSQL data stores (Azure Table Storage / MongoDB / Cassandra)
* Experience serving as a member of an agile team, especially one using Scrum
* Comfort working independently and as part of a team
* Excellent communication skills in English

**Desired skills**

* Experience with client-side JavaScript frameworks (Aurelia / Angular / Vues)
* Experience with git or another DVCS
* Experience with domain-driven design (DDD)
* Experience with distributed systems, CQRS, and event-driven messaging patterns