Graduate / Associate Software Engineer
Retail & Wealth ES

What is the purpose of this role?
To learn the technology, tools and domain in order to become an effective Software Engineer

What are the key responsibilities of this role?
- Learn to develop effective solutions using the technology stack, mentored by a more senior engineer
- Build business and technical domain knowledge
- Build understanding of business and technical strategies
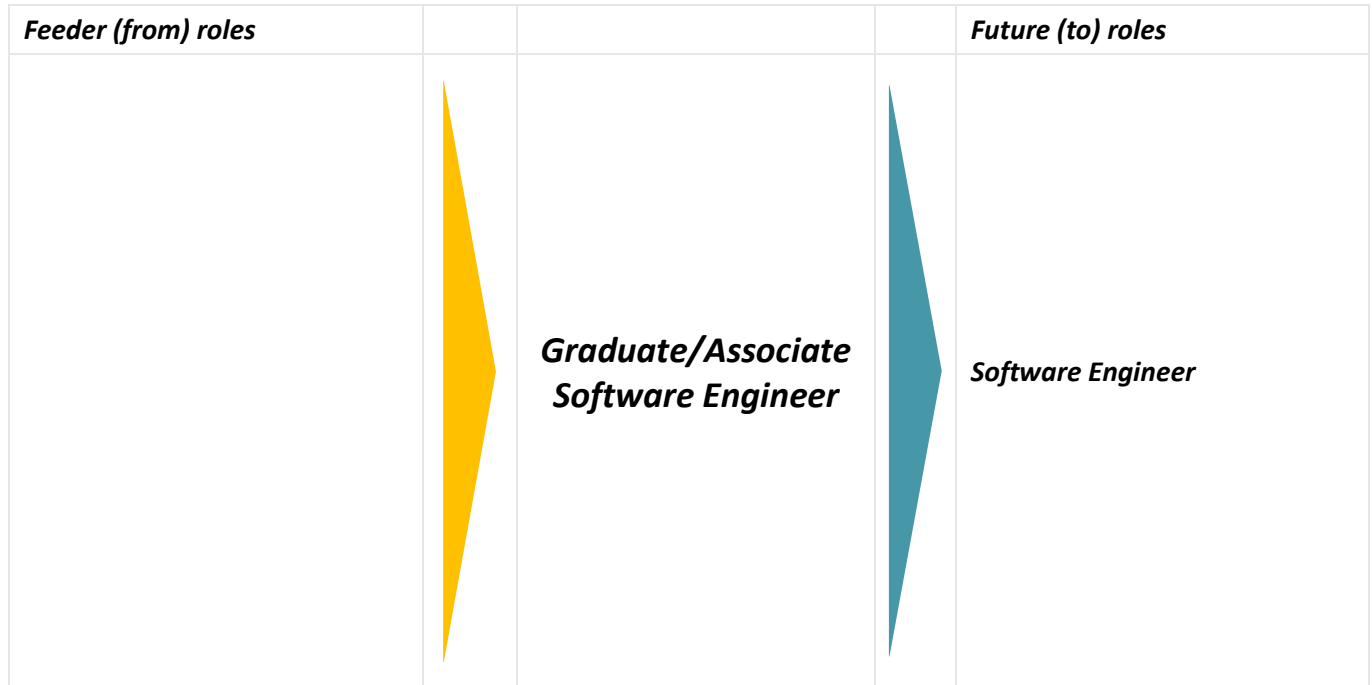
What does 'AMAZING' look like?
- Strong capabilities in a chosen technical stack
- Continually upskilling as evidenced by online learning, personal projects or industry meetups
- Strong communication skills
- Relevant industrial experience

What skills and capabilities do people need to be successful in this role?
- Proficient in one or more programming languages
- Good understanding of engineering fundamentals
- The ability to learn and apply core technical practices and capabilities
- Ability to communicate effectively with other team members

What is a typical career path to this role? Which roles do people move to next?

Feeder (from) roles			*Future (to) roles*
	Graduate/Associate Software Engineer		*Software Engineer*

What development is available to be effective in this role?

Experience & Exposure	• Online training e.g. Pluralsight • Shadowing engineering team members • Rotation between different teams • Attending industry conferences and meetups • Establish a mentor relationship with a senior engineer
Education	• Software engineering or equivalent IT degree

Note. These development activities are not mandatory, rather suggested learning for people seeking to be effective in this role