**Software Engineer (Development)**

Transforming how we interact with our vehicles to make the   
driving experience more enjoyable, connected and safe

1. **The Mission of this Role:**

To understand and convert the functional requirements for software development under minimal supervision.

1. **Scope:**

Focus on understanding the software requirements, design specifications and responsible for converting them for development, unit, and functional testing.

1. **How You Will Spend Your Days:**

|  |  |  |
| --- | --- | --- |
| **Key Accountability** | **% of Time spent** | **Success Measure** |
| **Understanding and interpretation of software requirements**  Understands and interprets internal software requirements for development. Creates simple design specifications for the high-level requirements. | 10% | Schedule adherence, Internal sign-off on the system |
| **Coding and development**  Works on coding to convert a technical design into software implementation under supervision. Responsible for quality deliverables meeting timelines.  Leads the development of features/functions with the scrum team. | 50% | Schedule adherence - On time delivery,  Number of defects |
| **Implementation and testing**  Responsible for the implementation and unit-level testing of components developed. Works on defect resolution to fix identified defects in existing systems or the future release as an enhancement.  Works to identify and implement test methodologies at unit /integration/functional level.  Works to provide a quick turnaround for reported defects with the necessary documentation. | 20% | Schedule adherence and defects delivered,  SLA adherence for defects reported |
| **Documentation and reporting**  Compliance with standards for technical documentation and reporting within the team and stakeholders.  Creates any relevant documents/artefacts for knowledge management or to streamline processes. | 10% | Number of reusable artefacts created, Schedule adherence for reporting and zero non-compliance on process |
| **Automating and process improvement**  Implements automation with guidance to minimize manual overheads and improve processes. | 10% | Percentage of effort saved |

1. **Key Experience required:**

* Bachelor’s degree in Engineering
* High level of proficiency in the software languages required (Ex: C, C++, Java, etc…)
* Knowledge of Software development lifecycle

**5. Behaviours and Mind-set**

**Delivering Excellence, through**

**Processing Details**

* Works on schedule with timely deliveries
* Reviews own work thoroughly, identifies and corrects any errors to produce a high quality output
* Follows the professional standards and set working procedures

**Leading from the front, through:**

**Critical Thinking**

* Takes advantage of opportunities to acquire more knowledge, developing expertise and acquiring new skills relevant to own job
* Learns on the job and from past deliverables, handles the practical tasks effectively
* Demonstrates insightfulness about key issues impeding own work and looks at different ways to approach the improvements

**Inspiring change, through:**

**Communication**

* Communicates views on own work convincingly to others in the team
* Articulates information clearly - oral, written and technical documentation, explaining own work effectively and confidently to existing and new team members
* Speaks up to challenge an alternating perspective to support their views.

**Building strong teams, through:**

**Collaboration**:

* Interacts well with people across teams; communicates with enthusiasm and networks effectively
* Establishes rapport with people and builds on relationships
* Seeks to gain acknowledgement and recognition for his work and personal achievements