1. Software Engineering

BOSCH

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PEOPLE HUB

People, **O**rganization & **C**ulture ❧ Shaping the People Side of Bosch Digital

1 Software Engineering

Profile	Junior Software Engineer	Software Engineer	Senior Software Engineer	Lead Software Engineer	Principal Software Engineer
PC	**PC06**	**PC07**	**PC08**	**PC09**	**PC10**
	Tasks				
Design, implementation, documentation	Assistance in expanding, implementing and documenting software components and systems within established processes.	Assistance in expanding, implementing and documenting software components and systems within established processes.	Independently expand, implement and document software components and systems according to clearly defined tasks (e.g. processing of planned tasks from the backlog).	Independently design, expand, implement, and document software components and systems. Collaborate on the introduction of new technologies or architectures (e.g. changeover of components including active participation in the planning of tasks for this).	Independently design, expand, implement, and document software components and systems. Recognize and understand the causes of complex problems, assess their effects and design suitable solutions for their own area of responsibility (e.g. by introducing new technologies or architectures).
Processes	Development according to central development processes and team development and operating processes with the close guidance and support of a specialist.	Development according to central development processes and team development and operating processes with the support of a specialist.	Development according to central development processes and team development and operational processes.	Assist in improving team internal development and operational processes.	Design and coordinate the team's internal development process. Support in the improvement of central development and operational processes (e.g. QM).
Quality	Familiarize to ongoing quality control within the scope of existing concepts.	Contribute to ongoing quality control within the scope of existing concepts.	Responsibility for the ongoing quality control within the scope of existing concepts.	Responsibility for the ongoing quality control and involvement in the introduction of new quality control concepts.	Responsibility for the ongoing quality control. Development and implementation of quality control concepts.

Error analysis and repair		Assist with error analysis throughout the development process and developing proposed solutions.	Assist with error analysis throughout the development process and independently develop and implement solutions. Evaluate the effects on a subsystem.	Independent error analysis throughout the development process as well as independent development and implementation of solution approaches. Evaluation of the effects on the internal system.	Independent error analysis throughout the entire development process as well as independent development and implementation of solution approaches and evaluation of the effects on the environment.
New technologies	Familiarize with already used technologies withing their field of work.	Familiarize with new technologies.	Familiarize with new technologies and their use in software components and systems under supervision.	Collaborate in the implementation of new technologies in software components and systems.	Identify trends, assess their significance for their own area of responsibility, and implement them.
Operations	Familiarize with working on monitoring and assuring guaranteed system or service characteristics according to associated concepts (e.g., security, availability, and scalability).	Preliminary work to monitor and assure guaranteed system or service characteristics according to associated concepts (e.g., security, availability, and scalability).	Contribute to monitoring and assurance of guaranteed system or service characteristics in accordance with associated concepts (e.g., security, availability, and scalability).	Monitor and assure guaranteed system or service characteristics and participate in the creation of associated concepts (e.g., security, availability, and scalability).	Monitor and assure guaranteed system or service characteristics and create associated concepts (e.g., security, availability, and scalability).
Architecture			Detail technical concepts for individual components within the framework of a given system architecture.	Contribute in the creation and implementation of technical concepts for systems and components.	Develop and implement technical concepts for systems and components, assess the impact on the environment and coordinate with other agencies as necessary.

Continuous Integration & Continuous Delivery Infrastructure	Familiarize on the maintenance of the Continuous Integration and Delivery infrastructure (e.g. build server, ...).	Collaborate on the maintenance of the Continuous Integration and Delivery infrastructure (e.g. build server, ...).	Maintenance of Continuous Integration and Delivery infrastructure (e.g. build server, ...).	Maintain and assist in building and improving continuous integration and delivery infrastructure (e.g. build server, ...).	Plan and select continuous integration and delivery infrastructure (e.g. build server) according to technical and commercial aspects. Build and improve it.
Knowledge Exchange	Attend in knowledge exchange formats, both within their own team and the department.	Actively participate in knowledge exchange formats, both within their own team and the department.	Actively sharing work results and acquired expertise, for example, from conferences and trainings.	Actively sharing work results and acquired expertise, for example, from conferences and trainings. Orientation of new colleagues.	Actively sharing existing technical expertise. Guidance from colleagues (e.g. professional, technical or personal mentoring).
Communication				Provide comprehensive advice on technical issues within the team. Occasionally represent the technical perspective on behalf of the team in decision making sessions.	Provide comprehensive advice on technical issues, including across projects and divisions. Routinely represent the technical perspective on behalf of the team in decision making sessions.

Profile	Software Architect	Senior Software Architect
PC	**PC09**	**PC10**
Tasks		
Requirements Engineering	Collection and documentation as well as technical evaluation of functional and non-functional requirements.	Collection and documentation as well as technical evaluation of functional and non-functional requirements across several teams.

Conception & Design	Development of architecture concepts. Ensuring technical feasibility and successful implementations, managing technical risks and taking business aspects as well as applicable regulations and standards into account.	Development of architecture concepts. Ensuring technical feasibility and successful implementations, managing technical risks and taking business aspects as well as applicable regulations and standards into account. Consideration of team structures - enabling parallel (scaling) processing of development tasks derived from the architecture specification. Consideration of the available skills and experience of the development team when planning technology and architecture specifications.
Stakeholder (internal & external)	Responsible for concepts and design of solutions towards stakeholders. Communicates in a manner that is appropriate to the target audience and at the correct technical level of abstraction. Collaborates with Project Managers and Product Owners to create work packages and effort estimates.	Responsible for concepts and design of solutions towards stakeholders. Active stakeholder management and planning of required technical refactorings in the overall system. Communicates in a target group oriented manner and at the right technical level. Collaborates with Project Managers and Product Owners to create work packages and effort estimates.
Project and Product Scope	Responsible for the architecture of a project or product that falls under Bosch.IO Project Impact Category D. This is also applicable to products.	Responsible for the architecture of a project or product that falls under Bosch.IO Project Impact Category C. This is also applicable to products.
Innovation	Knowing technology trends, assessing their importance to their own team, and incorporating them into their own solutions.	Knowing and recognizing technology trends, on the market and within the Bosch Group, assessing their significance for one's own team and incorporating them into their own solutions.
Development Team	Advise development team on planning, organization and feasibility of requirements, concepts and designs. Responsible for planning the fixing of technical debt into the development process. Responsible for creating and ensuring a testing strategy is in place.	

Pre-Sales	Preparation and implementation of pre-sales activities (e.g. preparation PoC, presentations, technical parts of the offer, cost estimation).	Preparation and implementation of pre-sales activities (e.g. preparation PoC, presentations, technical parts of the offer, cost estimation). Feed back insights from pre-sales discussions to create proposals for strategic and technical direction.
Knowledge Exchange	Helping to shape the technology landscape in their own area.	Design, implement and facilitate knowledge sharing both within the team and with stakeholders and at the interface with other teams. Define the technology landscape beyond the domain.
Documentation	Responsible for ensuring documentation is up to date. Common architecture documentation standards are applied and architecture decisions are documented traceable to requirements.	