

Schedule A – Position Description

Job Title:	Senior Software Developer
Positions This Position Reports To:	Development Manager
Positions Reporting to This Position:	None

Duties and Responsibilities

The day to day Duties and Responsibilities of the Position are as follows:

Software Engineering Activities

- Elicits functional and non-functional requirements from stakeholders. Detects and resolves conflicting requirements. Conducts business analysis and/or technical investigation to provide detail for design or aid in decision making.
- Designs to identify and reduce complexity wherever possible. Takes desired qualities into account from requirements (robustness, performance, re-useability etc.). Documents and explains trade-offs and rationale behind designs. Contributes to design discussions.
- Code follows CFS standards and conventions. Code meets required standards of quality, including efficiency, maintainability, reliability, and terseness and fitness for purpose.
- Tests programs appropriately during and after construction. Balances testing effort according to the risk of changes. Uses appropriate testing techniques. Works together with testers to ensure the application is sufficiently tested (and testable).
- Is responsive to production issues when needed.
- Uses development tools effectively, e.g. Visual Studio, Subversion, JIRA, Bamboo etc.
- Follows CFS development processes. Suggests improvements where appropriate.
- Keeps the team informed of progress. Escalates issues appropriately when roadblocks are reached. Manages time efficiently and is considerate of the time of others.

Other Competencies

- Works to improve technical skills in the areas needed to perform work tasks effectively. Keeps abreast of new technologies and ways of doing things.
- Acquires knowledge in relevant areas of our business and our customers' businesses.
- Exercises good judgement in all areas, e.g. making design trade-offs, assessing risks, dealing with others.

- Is engaged in technical, business and “soft” aspects of the work. (e.g. pro-active behaviour, participation in team discussions, care and conscientiousness in delivery of work products).
- Good written and verbal communication skills.
- Works well together with other developers, managers, and the rest of the business.
- Is open to alternative ways of doing things.

Variation of Expectations with Seniority

The expectations set out above will vary according to developer seniority. More Senior Developers are expected to:

- Handle tasks of higher complexity
- Be able to work more independently
- Take more responsibility within the team
- In general, have a higher level of productivity

Key Performance Indicators

Colleague satisfaction as assessed by your team lead, peers and associated project and support staff – note this assessment may be performed either informally by interview or formally via survey subject to the applicable management processes in place at that time. The assessment will include:

- How effectively you execute the above responsibilities (includes pro-activeness , responsiveness and thoroughness)
- How professionally you interact and communicate with your colleagues (and clients if applicable)