

Software Engineer III

This position is responsible for the operation of a department. An individual in this position will be expected to perform additional job related responsibilities and duties as assigned and/or necessary.

Essential Functions

An individual must be able to successfully perform the essential functions of this position with or without a reasonable accommodation.

Participates in the discovery phase of small to medium-sized projects to come up with high level design by partnering with the product management, project management, business, and user experience teams.

Troubleshoots business and production issues by gathering information (for example, issue, impact, criticality, possible root cause); performing root cause analysis to reduce future issues; engaging support teams to assist in the resolution of issues; developing solutions; driving the development of an action plan; performing actions as designated in the plan; interpreting the results to determine further action; and completing online documentation.

Manages small to large-sized complex projects by reviewing project requirements; translating requirements into technical solutions; researching and identifying alternative solutions; determining needed solution based on return on investment and value add to the business; gathering requested information (for example, design documents, product requirements, wire frames); writing and developing code; conducting unit testing; communicating status and issues to team members and stakeholders; collaborating with project team and cross functional teams; identifying areas of opportunity; interpreting information and identifying a solution; ensuring solution is sustainable across implementation and use; troubleshooting open issues and bug-fixes; and ensuring on-time delivery and hand-offs.

Provides support to the business by responding to user questions, concerns, and issues (for example, technical feasibility, implementation strategies); researching and identifying needed solutions; determining implementation designs; providing guidance regarding implications of new and enhanced systems; identifying short and long term solutions; and directing users to appropriate contacts for issues outside of associate's domain.

Assists in providing guidance to small groups of two to three engineers, including offshore associates, for assigned Engineering projects by proving pertinent documents, directions, examples, and timeline.

Requirement And Scoping Analysis: Requires knowledge of: Traceability matrix; Risk analysis methodologies; Cost Analysis; Business objectives; Classification of requirements; User stories To understand the Business/Stakeholder/Technical requirements and assist in analyzing the existing solutions to address the needs (in case of agile methodology, for the iteration). Prepare requirement traceability matrix and maintain traceability between business requirements, functional requirements, design and test cases. Contribute to the creation of user stories for component/module/simple requirements (for example: based on scalability etc.) (For agile methodology).

Coding: Requires knowledge of: Coding standards and guidelines; Coding languages (E.g. JavaScript, Python, C# etc.), frameworks(E.g. ActiveX, .Net, Cocoa, Android application framework etc.), tools(E.g. Monday.com, Linx, Embold etc.) and Platforms (E.g. Microsoft Azure, AWS , Apple IOS etc.); Quality, Safety and Security (PCI etc) standards; Emerging tools and technologies; Telemetry. To create/configure minimalistic code for entire component/application and ensure the components are meeting business/technical requirements, non-functional requirements, low-maintainability, high-availability and high-scalability needs. Assist in the selection of appropriate languages (E.g. JavaScript, Python, C# etc.), development standards and tools (E.g. Monday.com, Linx, Embold etc.)for software coding/configuration. Take initiative to learn the fundamentals of different coding languages and frameworks that would be useful for future scope of work. Build scripts for automation of repetitive and routine tasks in CI/CD (Continuous Integration/Continuous Delivery), Testing or any other process(as applicable). Implement telemetry features as required independently. Ensure security policy requirements are properly applied to components/application during code development/configuration.

Testing: Requires knowledge of: Test case preparation; Test Objectives; Test Strategy; Test types; Test tools (E.g. - Automation - Selenium, Agile - Jira, Mobile - Eggplant etc.); Test Environment; Root cause analysis. To map the customer requirements in to test objectives. Identify and create test cases for the component/module. Execute test cases to test the code and detect errors and defects for the entire component. Execute different types of testing using appropriate testing tools based on the testing needs.

Defect Management and Troubleshooting: Requires knowledge of: Defect life-cycle process, defect tracking tools and methodologies; Defect reporting; Regression testing; Root cause analysis; Root cause corrective action. To track and analyze defects for the component/ module and carry out regression testing to fix defects in all instances of code changes. Analyze defects from past projects/solutions to avoid recurrence of similar defects. Troubleshoot performance and availability bottlenecks for the application

DevOps Orientation: Requires knowledge of: Different operating systems; Software maintenance tools and techniques; Application monitoring tools and techniques; Debugging tools; Mock screen; Pseudocodes; Reverse Engineering; Traceability matrix; System performance, security, integration; Data migration and accessibility; Design Methodologies. To conduct complex maintenance procedures for applications independently. Monitor and evaluate the performance of the application by tracking and analyzing appropriate metrics; Perform maintenance (corrective, adaptive, perfective) and re-engineering activities. Analyze application logs, maintenance activity data, performance data and provide analysis; Evaluate change requests to identify those which are valid and feasible.

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Program Monitoring: Requires knowledge of: Program metrics; Program Reporting, logging tools and processes; Continuous Integration/Continuous Deployment (CICD) To ensure adherence to the project against approved milestones and timelines.

Coordinates, completes, and oversees job-related activities and assignments by developing and maintaining relationships with key stakeholders; supporting plans and initiatives to meet customer and business needs; identifying and communicating goals and objectives; building accountability for and measuring progress in achieving results; identifying and addressing improvement opportunities; and demonstrating adaptability and promoting continuous learning.

Provides supervision and development opportunities for associates by hiring and training; mentoring; assigning duties; providing recognition; and promoting a belonging mindset in workplace.

Ensures compliance with company policies and procedures and supports company mission, values, and standards of ethics and integrity by implementing related action plans; utilizing and supporting the Open Door Policy; and providing direction and guidance on applying these in executing business processes and practices.

Key Skills

The following key skills are required to perform one or more essential functions of this position.

Agile Methodology, Software Design, Project Management

Leadership Expectations

An individual must be proficient in each of the competencies listed below to successfully perform the responsibilities of this position

Respect the Individual:Demonstrates and encourages respect for all; builds a high-performing team; seeks, and embraces differences in people, cultures, ideas and experiences; creates a workplace where all associates feel seen, supported and connected through culture of belonging so associates thrive and perform; drives a positive associate and customer/member experience for all; identifies, attracts, and retains the best team members.

Respect the Individual:Creates a discipline and focus around developing talent, through feedback, coaching, mentoring, and developmental opportunities; promotes an environment allowing everyone to bring their best selves to work; empowers associates and partners to act in the best interest of the customer/member and company; and regularly recognizes others' contributions and accomplishments.

Respect the Individual:Builds strong and trusting relationships with team members and business partners; works collaboratively and cross-functionally to achieve objectives; and communicates and listens attentively, with energy and positivity to motivate, influence, and inspire commitment and action.

Act with Integrity:Maintains and promotes the highest standards of integrity, ethics and compliance; models the Walmart values and leads by example to foster our culture; supports Walmart's goal of becoming a regenerative company by making a positive impact for associates, customers, and the world around us (e.g., creating a sense of belonging, eliminating waste, participating in local giving).

Act with Integrity:Follows the law, our code of conduct and company policies, and sets expectations for others to do the same; promotes an environment where associates feel comfortable sharing concerns and reinforces our culture of non-retaliation; listens to concerns raised by associates; takes action and encourages others to do the same; holds self and others accountable for achieving results in a way that is consistent with our values.

Act with Integrity:Acts as an altruistic servant leader and is consistently humble, self-aware, honest, and transparent.

Serve our Customers and Members:Delivers expected business results while putting the customer/member first and consistently applying an omni-merchant mindset and acts with an Every Day Low-Cost mindset to drive value and Every Day Low Prices for customers/members.

Serve our Customers and Members:Adopts a holistic perspective that considers data, analytics, customer/member insights, and different parts of the business when making plans and shaping the team's strategy.

Strive for Excellence:Consistently raises the bar and seeks to improve; demonstrates curiosity and a growth mindset; seeks feedback, asks thoughtful questions, fosters an environment that supports learning, innovation, and learning from mistakes, and intelligent risk-taking; and exhibits resilience in the face of setbacks.

Strive for Excellence:Seeks and implements continuous improvements and encourages the team to leverage new digital tools and ways of working.

Physical Activities

The following physical activities are necessary to perform one or more essential functions of this position.

Reads information, often in small print.

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- Reads information, often in small print.
- Visually verifies information, often in small print.
- Creates documents, reports, etc., using a writing instrument (such as a pencil or pen) or computer.
- Communicates effectively in person or by using telecommunications equipment.
- Presents information to small or large groups and individuals.
- Enters and locates information on computer.
- Observes associate, customer, or supplier behavior.
- Visually verifies information, often in small print.
- Communicates effectively in person or by using telecommunications equipment.
- Creates documents, reports, etc., using a writing instrument (such as a pencil or pen) or electronic device.
- Enters and locates information on electronic device.
- Presents information to small or large groups and individuals.

Travel

Traveling is necessary to perform one or more essential functions of this position.

- Travels internationally to and from multiple facilities or work-sites requiring extended overnight stays.
- Travels domestically to and from multiple facilities or work-sites during the workday.
- Travels domestically to and from multiple facilities or work-sites requiring consecutive overnight stays.
- Travels domestically to and from multiple facilities or work-sites requiring an overnight stay.
- Travels internationally to and from multiple facilities or work-sites requiring extended overnight stays.

Work Environment

Working in the following environment is necessary to perform one or more of the essential functions of this position.

- Works overnight as required.

Entry Requirements**Minimum Qualifications**

- Option 1: Bachelor's degree in computer science, computer engineering, computer information systems, software engineering, or related area and 2 years' experience in software engineering or related area. Option 2: 4 years' experience in software engineering or related area.

Preferred Qualifications

- Master's degree in computer science, computer engineering, computer information systems, software engineering, or related area.
- We value candidates with a background in creating inclusive digital experiences, demonstrating knowledge in implementing Web Content Accessibility Guidelines (WCAG) 2.2 AA standards, assistive technologies, and integrating digital accessibility seamlessly. The ideal candidate would have knowledge of accessibility best practices and join us as we continue to create accessible products and services following Walmart's accessibility standards and guidelines for supporting an inclusive culture.

Software Engineer III**Signature**

I have read and understand the essential functions for this position and certify that:

_____ I have the ability to perform the essential functions of this position either with or without a reasonable accommodation.

_____ I do not have the ability to perform the essential functions of this position either with or without a reasonable accommodation.

Associate/Applicant Printed Name

Associate/Applicant Signature

Date