Junior Java Software Engineer

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https://anylytical.atlassian.net/browse/REC-50

https://docs.google.com/document/d/1CMJj9vLIw_yXLYebj22OiMczJwZkrPbwETklHrH_U_o/edit#heading=h.eb4h0iigl99d

1 Basic Job Information

Job Grade	Junior Level
Reports To	Senior Lead Software Engineer and Management

2 Job Objectives

The overall *purpose of this job is, that is, why this position exists.*

Enable the implementation of **Anylytical Technologies'** strategic business objectives of ensuring high-quality solutions within agreed budgets and timelines to our clients by performing tasks assigned to the incumbent by their associated Team Lead or client. These tasks must be completed within the timelines given to a high level of quality (currently determined by the Team Lead or client and any defect rate discovered).

3 Primary Responsibilities

3.1 Administrative Tasks

- Completion of timesheets by CoB on the last working day of each week.
- Continual feedback on progress on assigned tasks to Team Lead.

3.2 Software Development Tasks

- Work with other software engineers to analyse software product requirements and design the system thereafter
- Produce clean, efficient code based on requirement specifications
- Integrate software components and third-party programs

- Verify and deploy programs and systems
- Troubleshoot, debug and upgrade existing software
- Gather and evaluate user feedback
- Execute improvements
- Create technical documentation for reference and reporting
- Fixing and improving existing software
- Testing and deploying programs and systems
- Develop solutions within the project plan or Team Lead timeline guidelines, following the business requirements and technical specifications, keeping strongly within delivery timelines.
- Develop code/Complete assigned tasks within the given timelines
- Test own (and others') code to ensure that no defects are present
- Present completed code (once tested and defect-free) to Team Lead or client
- Prove to be self-sufficient whilst knowing the limits of their knowledge by first investigating issues themselves, before going on to seek guidance from others, without spending too much or too little time on the investigation.
- Constantly learning and improving knowledge.

3.3 Support Tasks

- Provide timely technical support and problem resolution for solutions when required.

3.4 Project/Client Tasks

- If the Software Engineer is on-site at a client, they are expected to perform to such a level that the client's requirements are satisfied.
- The Software Engineer must always be an ambassador for **Anylytical Technologies,** and try to present themselves at the highest possible level, both technically, socially and professionally.

3.5 Accountability and Supervision

- *Describe the level of accountability required for this job*
- *Explain whether this position is closely, moderately or minimally supervised*
- *Explain whether this position has supervisory responsibilities (responsible for hiring, firing, coaching, performance appraisals etc)*

- Low level of accountability.

If the incumbent is assigned to a project, he/she would be only partially responsible for the technical planning, design, development, quality assurance and implementation of the solution. However, the incumbent is required to ensure that all work they produce is of a level of quality acceptable to their Team Lead or client/project.

- Moderate to close the level of supervision.

The incumbent is required to report to their Team Leads on at least a daily basis as well as at times specified within the project plan.

- The position has no supervisory responsibilities.

3.6 Education, Training, Skills and Experience

Describe in detail the education, training, skills and experience needed for this position. Distinguish between the minimum requirements for the job and any additional / recommended competencies.

3.6.1 Education

- BSc/Computer Science/Software Engineering or any related informatics and science/engineering degree
- Professional programming or developer-related certification or training

3.6.2 Experience

- At least 5 years working experience with high proficiency in a particular technology stack and have the ability to handle the entire software development lifecycle end to end

3.6.2 Skills

- Excellent written and oral English communication skills.
- Strong organizational, problem-solving, and analytical skills. Demonstrated ability to plan your own tasks. Ability to manage priorities and workflows.
- Proven ability to write clear technical documentation.
- Ability to collect, interpret, and/or analyze complex data and information.
- Ability to identify and set clear goals and use initiatives towards efficiently achieving them.
- Demonstrated ability to learn and improve technical skills
- Demonstrated ability to require less and less supervision over time

3.7 Human Relations Profile

Describe the human relations profile for this job, that is, the character qualities and personal attributes needed.

- Commitment to excellence and high standards.
- Acute attention to detail.
- Self-motivation, versatility, adaptability, and a willingness to work with enthusiasm in a fast-paced, dynamic, and deadline-driven work environment.
- Ability to work independently as well as a member of cross-functional teams, and be an innovative team player.
- Willingness to identify and participate in appropriate learning activities (e.g. courses, reading, self-study, coaching) on subjects related to the position.
- Ability to associate with co-workers and appreciate their points of view and ideas.
- Communicate with clients and peers to understand problems, provide feedback and acknowledge that one does not understand the problem or how to go about building a solution to the problem.

4 Inherent Job Requirements

- Required to work 39 hours per week, Mondays to Friday
- Work at the client’s premises as and when required by Anylytical Technologies

5 Performance Contract

5.1 Linking Organisational, Team & Individual Priorities

Core Values	1. **Integrity** 2. **Dedication** 3. **Target**
Anlytical Technologies Priorities	Profitability, On-time, within-budget, Delivery, enhanced efficiency, increased effectiveness, Communication, Quality, Client-Centered, personal growth
Team Priorities	Improve Anylytical Technologies as a whole by implementing values, vision, strategic goals and targets through effective management and constant improvement.

5.2 Performance Metrics

Key Performance Area (KPA)	Weight	Metric
Deliverables	**20**	Complete tasks in assigned timeframe • Keeps to project deadlines and milestones • Notifies Team Lead before deadlines slip • Shows improving and increasing accuracy in timeline estimates
Deliverables	**20**	Code checked in and systems released are reliable • Shows consistent attention to testing and spends necessary time on ensuring that code meets technical quality as well as all functional use cases • Produces thoroughly tested and reliable systems Meets the following criteria: • Code matches business requirements • All unit Test cases are completed and running successfully • Code meets coding standards • Code is efficient • Code follows predefined architecture. • Applies QA procedures to their own work • Each of the deliverables need to be tested that they meet the functional business requirement.
Software Development	**25**	Perform development tasks to high level of quality • Understands the technology he/she is working with to a detailed level • Shows ability to learn new technologies rapidly • Completes documentation tasks timeously • All tasks planned for the Sprint need to be completed, Jira needs to be updated with all tasks completed.

Software Development	**25**	General problem solving abilities • Attempts to troubleshoot problems alone in a logical manner before asking for assistance • Displays increasing ability to solve problems alone • Able to apply methodologies or concepts to other situations after having been demonstrated a methodology or concept • Understands new concepts when explained or required • Demonstrates ability to require less supervision over time • Shows self-management abilities • Shows initiative and applies extra effort in helping other members of the team complete their tasks • Gets involved and participates in current training exercises
System Design / Analysis	**25**	Design of applications taking into account technical and business drivers • Actively research and enrich their knowledge in order to be able to make well informed design decisions
Administrative	**10**	• Timesheets consistently completed on time • Work Tasks consistently completed on time • Punctual at work and at meetings •
Project/Client Tasks	**15**	Has the Junior Software Engineer performed adequately in client-facing situations? • Failure of any interviews • Failure to meet client requirements (either in terms of deadlines or general quality of service) as notified by a client or Team Lead
Project/Client Management	**15**	Convey professionalism to the client • Use of good business English in written communications • Manage the client professionally • High level of communication with client (s) – progress reporting etc

Overall	**15**	**Attitude** • Works the required hours • Puts in the required effort at work • Willingly go the extra mile for the team • Actively research and enrich knowledge • Learn and grown over the last 6 months • Displays common sense and good judgement • Assists the Team Lead in various responsibilities (e.g. checking timesheets, administrative, setting up code reviews)
Overall	**15**	**Levels of responsibility taken on** • Helping others • General involvement with Anylytical Technologies Activities • Put in extra work (on other projects) • Put in extra work (on own project) • Going the extra mile for the company
TOTAL	**100**	

5.3 Rating System

5	Exceptional delivery on key performance area
4	Exceeds delivery on key performance area
3	Meets delivery expectation on key performance area
2	Meets delivery expectation on key performance area inconsistently
1	Does not meet delivery expectation on key performance area at all

6 Employment Contract Signatory

Employee Name	
Employee ID	
Employee Number	
Date of Employment	
Signature:	