

Senior Java Software Engineer

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1 Basic Job Information

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

2 Job Objectives

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

Enable the implementation of **Analytical Technologies** strategic business objectives of ensuring **high quality solutions** within agreed **budgets** and **timelines** to our clients by analysing business requirements, planning and managing small development projects, developing code and providing quality assurance on all assigned software projects.

Furthermore, the position involves **guiding, advising, and mentoring other team members** to enable them to perform the tasks required by their roles to the best of their ability. The Senior Software Engineer must help their Team Lead to ensure that the development team functions in such a way as to optimise development to conform to the company vision and strategic objectives. The Senior Software Engineer may be asked to perform certain administrative duties in the Team Leader's absence.

3 Primary Responsibilities

3.1 Administrative Tasks

- Completion of timesheets by close of business on the last working day of each week.
- Provide a morning daily update mentioning in detail what work was done the day before, what work will be working on the current day and mention if there are any impediments.
- Assisting the Team Lead in his/her administrative requirements if asked

- Assisting in code reviews and design sessions for other projects when called upon
- Mentorship (technical and otherwise) of other more junior staff members
- Team administrative tasks include:
 - New people at the incumbent's client - The Senior Software Engineer can be responsible for ensuring access, parking etc. is sorted out for new team members at a client
- Senior Software Engineers will be called upon to help new employees settle depending on availability and workload
- Assist **Anylytical Technologies Technology and Architecture Forum** in training tasks when required

3.2 Software Development Tasks

- Design, architect, develop and test software solutions consistent with Anylytical Technologies Agile software development life-cycle process (SDLC)
 - Understanding of the business requirement clearly. This requires engagement with relevant stakeholders to understand what the system needs to achieve.
 - System/Business requirements need to be documented in Confluence and Jira for the stakeholders to comment.
 - Project Sprint Planning and Execution and
 - Backlog Management,
 - Will entail interacting (when necessary) with other Technical Leads and the Management Team as well as other Software Engineers in drawing up the technical specification or plans for architecture, code, databases, integration and testing.
- Develop solutions within the project plan guidelines, following the business requirements and technical specifications, keeping strongly within delivery timelines.
- Maintain a balanced approach taking into account both technical and business drivers when making high and low-level decisions.
- Implement solutions within agreed-upon time-frames and managing quality assurance to ensure the solution is effectively tested and rolled out to users/clients.
- Help design and architect software solutions on other projects from time to time
- Keep up to date on general technology trends in order to maintain a high level of knowledge and competence.
- Provide quality assurance or QA guidance/techniques/guidelines on their current projects

3.3 Support Tasks

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

3.4 Project/Client Tasks

- If the Senior Software Engineer is on-site at a client, they are expected to perform to such a level that the client's requirements are satisfied, from both a technical and professional perspective
- The Senior Software Engineer may be called upon to perform external training at clients – in this case, they are expected to prepare and present in a professional manner
- 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 in 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)*
- Medium to High Level of accountability. When the incumbent is assigned to a project, he/she would be responsible or partly responsible for the technical planning, design, development, quality assurance and implementation of the solution. In addition, the incumbent is also partly responsible for the maintenance of all solutions developed unless the solution is specifically handed over to the client. The incumbent is partly responsible for the quality of the delivery of the Development Team, and thus must provide the necessary Quality Assurance to their project.
- Minimal level of supervision. While the development process is underway, the incumbent may be required to report to management at times other than those specified by the project-plan or Team Lead.
- The position has supervisory elements from the perspective that the incumbent would assist in the business analysis and technical development of particular software solutions, and therefore would also be filling certain support roles for those solutions. This would require the provision of technical advice, training, interpretation and guidance to users of the solution. The incumbent could be required to coach and oversee junior developers within their team.

3.6 Education, Training, Skills and Experience

Describe in detail the education, training, skills and experience needed in 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 or
- 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

3.6.3 Skills

- Strong software solution design and implementation skills.
- Excellent written and oral English communication skills.
- Strong business writing skills.
- Strong organizational, problem-solving, and analytical skills.
- Ability to manage priorities and workflow
- Proven ability to write clear technical documentation.
- Strong ability to engage users and elicit information pertaining to business problems and requirements.
- Ability to collect, interpret, and/or analyze complex data and information.
- Ability to identify and set clear goals and use initiative towards efficiently achieving them.
- Ability to work on multiple complex projects simultaneously.
- Demonstrated ability to learn and improve technical skills
- Demonstrated ability to require minimal supervision
- Potential ability to learn and improve management techniques over time, as well as showing the capability to understand business drivers behind certain projects
- Potential ability to mentor and teach junior members of staff on a technical level

3.7 Human Relations Profile

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

- Some leadership skills, the ability to support and motivate staff ("people-person")
- 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.

4 Inherent Job Requirements

- Required to work 40 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	• Integrity • Dedication • Target
Anlytical Technologies Priorities	Profitability, On-time, on-budget, Delivery, enhanced efficiency, increased effectiveness, Communication, Quality, Client-Centered personal growth
Team Priorities	Improve Anylytical Technologies as a whole by implementing values, vision and 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 team members' and 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 • Performs at a high technical • Understands the technology he/she is working with to a detailed level • Explores and select the best technical solution with the problem presented bearing in mind business drivers • Completes documentation tasks timeously • Sprint Demos are scheduled and agenda communicated on time, • Sprint Demos are structured presented in the form of a PowerPoint Presentation at the beginning of the demo. • All tasks planned for the Sprint need to be completed, Jira needs to be updated with all tasks completed. • Sprint must be ended well on time • Sprint Retrospective performed and documented
Software Development	25	• Involved in assisting, mentoring and training more junior members of staff • 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 • Explore and select the best technical solution with the problem presented? • Provide realistic designs, analyses and architectures taking into account budgets, timelines, functional and non-functional requirements • 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 on time •

Project/Client Tasks	15	Has the Senior 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 Analytical 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:	
