

## JOB DESCRIPTION



Job Title:	<b>Software Developer</b>
Location:	<b>Willand</b>
Reports To:	<b>IT Manager, Lead Software Developer</b>
<b>Job Purpose:</b>  Working as part of a busy IT team to design, develop, test, and install bespoke systems to meet identified requirements with the ultimate goal of improving the efficiency and effectiveness of company operations.	
<b>Key Accountabilities/Responsibilities:</b>  <ol style="list-style-type: none"><li>1. Direct and coach junior software developers to ensure they are appropriately motivated and trained to carry out their responsibilities to the required standard.</li><li>2. Provide technical leadership in the design and development of software that meets the Company's requirements and improves the efficiency of working processes.</li><li>3. Analyse user requirements and identify programming solutions using a range of tools to ensure the right systems are in place.</li><li>4. Ensure systems are tested and necessary modifications are made to ensure they operate effectively.</li><li>5. Develop and implement all necessary systems and procedures to ensure that software is of the required standard.</li><li>6. Assist in the identification and development of new software applications to ensure the Company's systems remain current.</li><li>7. Function as one of the in-house experts on all software issues and provide advice and training to company management and team members as required.</li><li>8. Develop a research and development programme to review all new and potential software applications.</li><li>9. Maintain an awareness of developments in relation to software to enable the Company to maintain its competitive position.</li><li>10. Take on any other responsibilities or tasks that are within your skills and abilities whenever reasonably asked.</li></ol>	
<b>Key Competencies</b>  <u>Perseverance</u> Pursues everything with energy, drive, and a need to finish; seldom gives up before finishing, especially in the face of resistance or setbacks.  <u>Attention to detail</u> Thoroughness in completing a task through concern for all the areas involved, no matter how small. Monitors and checks work or information and plans and organises time and resources efficiently.	

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### Priority Setting

Spends his/her and the time of others on what's important; quickly zeros in on the critical few and puts the trivial many aside; can quickly sense what will help or hinder accomplishing a goal; eliminates roadblocks; creates focus.

### Directing Others

Is good at establishing clear directions; sets stretching objectives; distributes the workload appropriately; lays out work in a well-planned and organised manner; maintains two-way dialogue with others on work and results; brings out the best in people; is a clear communicator.

### Peer Relationships

Can quickly find common ground and solve problems for the good of all; can represent his/her own interests and yet be fair to other groups; can solve problems with peers with a minimum of noise; is seen as a team player and is co-operative; easily gains trust and support of peers; encourages collaboration; can be candid with peers.

### Customer Focus

Is dedicated to meeting the expectations and requirements of internal and external customers; gets first-hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.

### Composure

Is cool under pressure; does not become defensive or irritated when times are tough; is considered mature; can be counted on to hold things together during tough times; can handle stress; is not knocked off balance by the unexpected; doesn't show frustration when resisted or blocked; is a settling influence in a crisis.

### Initiative

Does more than is required or expected in the job; does things that no one has requested that will improve or enhance products and services or avoid problems; plans ahead for upcoming problems or opportunities and takes appropriate action.

### Functional/Technical Skills

Has the functional and technical knowledge and skills to do the job at a high level of accomplishment.

### Interpersonal Savvy

Relates well to all kinds of people, up, down, and sideways, inside and outside the organisation; builds appropriate rapport; builds constructive and effective relationships; uses diplomacy and tact; can diffuse even high-tension situations comfortably.

**Knowledge, skills, experience, and characteristics**

**Essential**

- Demonstrable experience of complex software design and development
- Thorough knowledge, experience and evidence of software development using C# for one or more of the following:
  - Windows Application development with WPF
  - REST API development using .Net Core or .Net5/6
  - Cross platform development with Xamarin
  - Blazor development
- Excellent knowledge and understanding of object-oriented development and familiarity with different design and architectural patterns.
- Knowledge and experience of relational databases and SQL (Preferably MySQL)
- Good understanding of source control (GIT, TFS etc)
- Excellent analytical skills
- Good communication skills both written and verbal, with an ability to explain technical concepts to a non-technical audience

**Desirable**

- Knowledge and experience of Swagger and OpenAPI specifications
- Experience of UX design
- Knowledge and experience of Unit Testing
- Knowledge and experience of SOAP API development
- Knowledge and experience of WinForms development
- Previous experience of the distribution industry
- Experience of providing support and or mentoring to junior developers

**Key Relationships**

**Internal:** IT Team, all internal departments

**External:** Suppliers, Contractors

Date Created:	<b>May 2022</b>	Created By:	<b>IT Manager and HR</b>
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