

Effective for: March 2018

## JOB DESCRIPTION & ACCOUNTABILITIES

<b>NAME:</b>	TBA	<b>REPORTING TO:</b>	Web Development Manager
<b>POSITION TITLE:</b>	Software Engineer - Web	<b>DIRECT REPORTS:</b>	Nil
<b>DEPARTMENT:</b>	Technology Services	<b>LOCATION:</b>	Colombo

### POSITION PURPOSE:

The main responsibility of this role is to work within the global development team to create new products and features. You will be working closely with internal team members, locally and remotely as well as with external consultants and a global business to improve the online presence of the various brands within the Intrepid Group.

You will be working in a development environment that takes Agile seriously and produces amazing technology solutions for the wider business. As a key member of our team, you will work very closely with product owners, senior technical staff and end-users to deliver the best possible solutions with the latest techniques and tools.

You will work from idea through to completion on new features, changes to existing features, and entirely new systems working together with your developer colleagues, this will require excellent communication skills and an eye for detail.

### QUALIFICATIONS AND EXPERIENCE

- Computer science or Software Engineering Qualifications
- A good understanding of modern PHP development practices in a team environment
- A good understanding of JavaScript, modern HTML, and CSS and the ability to translate designs into modern, responsive solutions
- Moderate experience with relational database systems such as MySQL or PostgreSQL
- A good grounding in User Interface and User Experience solutions in a cross platform and modern development environment
- A good understanding of source code control systems such as Git or Subversion and their use in software development

### OTHER SKILLS AND ATTRIBUTES

- The ability to contribute and work in a supportive team environment respecting your peers, and being supportive of them
- An open mind and a desire to always look for ways to improve your skills and techniques
- Great communication skills and the ability to work together with business users to achieve goals
- A love of learning and sharing new knowledge with your colleagues

Operational Accountabilities of Role	Benchmark Measure
<b>Domain Knowledge</b> You will be expected to be capable in one or more core problem domains: e.g., web, mobile, data, or systems programming; familiar with OO design, testing, and core development tools.  You will be able to work independently within an Agile team to deliver solutions.	Demonstrated ability to deliver completed work within sprint deadlines without requiring extensive supervision or assistance from colleagues  Demonstrated ongoing commitment to sprint meetings by regular contributions in planning, review and retrospective sessions
<b>Teaching and Mentoring</b> You will be expected to provide thoughtful and detailed code reviews for teammates and help document idioms and best practices.  You will be expected to help less experienced developers get up to speed with the team's style and existing code base.	Demonstrated feedback on open code reviews from colleagues on an ongoing basis  Regular additions to the team documentation repositories with accurate and clear documentation

Operational Accountabilities of Role	Benchmark Measure
<p><b>Culture and Leadership</b> You will be expected to identify quality and reliability issues in systems you maintain.</p> <p>You will seek input from teammates and outside experts on systems and feature design while collaborating well with marketing, support, and other teams.</p>	<p>Demonstrated contribution to ongoing maintenance of development tools, systems and applications</p> <p>Demonstrated ability to take on board feedback and ideas from colleagues on technical features, and team work</p>
<p><b>Customer Success</b> You will be expected to consistently deliver systems and features that provide significant value to customers and/or other teams.</p> <p>You will respond to escalated customer issues and incidents in a proactive, timely fashion.</p>	<p>Demonstrated ability to deliver completed work within sprint deadlines on an ongoing basis</p> <p>Regular contributions responding to incidents and escalations that occur from time to time in supported applications</p>