Software Engineer

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| **Budget:** | None | **Function:** | Technology & Transformation |
| **Line Manager:** | Engineering Team Leader | **Direct Reports:** |  |
| **Our Vision** | | | |
| Improving access to healthcare for all in the UK to:   * Lead your best life * Prevent you from getting a disease you’re at risk of * Access the best in care (digital where possible, physical where necessary) * Manage your long-term condition | | | |
| **Your Role** | | | |
| A Software Engineer works with other Software Engineers, Product Managers, Solution Analysts and end users to problem solve and build software solutions based on product priorities for Simplyhealth.  At this role level, you will:   * Engineer software to meet user needs. * Follow best practice guidelines and help to improve those guidelines. * Write clean, secure and well-tested code. * Coach and mentor more junior colleagues. * Operate the services you build and identify issues in production. * Be able to confidently converse and input into squad and team ceremonies.   A focus will also be on achieving personal goals/daily targets and having a personal impact on the goals set for the wider team. They will be open to personal feedback and work on leveraging strengths in their development areas whilst building positive relationships with team members and stakeholders, showing an awareness of different perspectives and styles. | | | |
| **Your Responsibilities & Accountabilities:** | | | |
| * Attending and contributing to daily stand-up meetings, sprint planning, sprint demos and sprint retrospectives. * Providing accurate estimates for user stories and backlog items. * Translating user stories and backlog items into logical units of work. * Evaluating technical feasibility. * Translating requirements and acceptance criteria into technical solutions. * Producing well structured, efficient, and reliable code within the agreed timescales, using the technologies selected for the solution. * Ensuring that code is well tested using TDD where appropriate. * Providing prompt fixes to defects identified, ensuring that these fixes are well tested before they are released. * Managing code using the code management tool of choice, ensuring that changes are checked out/in in a timely manner and maintaining an awareness of any potential impact on other Software Engineers in the team. * Contributing to the overall quality of code delivered by the Engineering Team by performing code reviews for other Software Engineers. * Maintaining an interest in the latest development tools and technologies and being prepared to use these in a fast-paced environment. * Applying development best practices and adhering to IT policies and standards. * Actively participating in the Development community, sharing skills and knowledge and bringing in best practice.   Communicating complex ideas and concepts simply and elegantly and with impact to create understanding. | | | |

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| **Key Connections:** |
| 1. Product Managers 2. Scrum Master 3. Solutions Analysts 4. Systems Analyst 5. Technical Architect 6. QA 7. Engineering Team Leaders 8. 3rd Party Engineering partners |
| **Key Experience:** |
| * Proven experience in building software in a modern technology environment * Current experience as a software engineer or software developer * Proficient in front end and back end JavaScript frameworks (JavaScript / TypeScript, React, NodeJS) * Proficient in development workflow and tooling (e.g. Continuous Integration / Deployment, GitFlow, GitHub) * Experience of working with other engineering teams and business users * Experience with collaboration and delivery tools like Jira and Confluence * Familiarity with modern software architecture principals and design patterns * Familiarity with coaching and teaching other engineers. |
| **Our Values** |
| Health and access to healthcare have never been more important. With this comes endless exciting possibilities for innovation and growth. The market is evolving quickly, so we need to ensure our customers have access to the leading-edge health solutions they expect and deserve, now and for generations to come.  **We’re living in extraordinary times…**    By reinventing ourselves, we will reach more customers, giving them increased access to affordable healthcare and unlocking our growth potential. This next chapter is about transformational change for us.  **This is our time to survive, drive and thrive…**  This is our chance to get ahead and stay ahead. We will ensure our commercial success by moving into new areas of healthcare, and leading with preventative, breakthrough solutions. We will use innovative digital tools, embracing technology to create new partnerships and opportunities. We are passionate about helping every generation lead better lives and get the care they need in real time.  To make this a reality, we need to challenge our ways of working, whilst keeping the customer at the heart of everything we do. To *really* make a difference, it’ll take every single one of us across Simplyhealth to step up.  **Our cultural movement...**  To act with **courage and curiosity**, so we can unlock the opportunities to help customers, colleagues and communities. To operate with **trust and kindness**, working alongside customers, delivering what they need to live their best lives, as well as supporting colleagues as they strive to be their best. Spotlight our passion for **All together healthier**, focusing on self-care and nurturing relationships. We must ensure we are a strong team - one that’s able to build healthier lives for all. We each have an important role to play in this next chapter. Everyone has the freedom to innovate and make a difference for our customers. We need to act at pace and take on newer, braver, creative approaches. We shouldn’t be afraid to fail fast and learn quickly. By being curious and continually pushing ourselves and each other, we will find new and better ways. |
| **Our Behaviours** |
| |  |  |  | | --- | --- | --- | | Courage and Curiosity | Trust and Kindness | All Together Healthier | | ***So we deliver profits for a purpose*** | ***Because our customers, colleagues and communities are at the heart of what we do*** | ***Enabling better health outcomes together*** | | * We make bold decisions and take considered risks, with customer and commerciality front of mind. * We make things happen and keep things simple. * We always take the initiative and hold ourselves accountable for the delivery of great results. * We ask questions and listen intently as every viewpoint and capability counts, and we have the courage to be honest and say what we think. | * We invest in relationships to build trust and rapport. * We listen carefully always trying to find ways to add value. * We treat each other with care, compassion and kindness, celebrating and embracing differences. * We strive to make a difference in society, unlocking opportunities for those in need. | * We help every generation take control of their health. * We start with self-care so we can show up at our best, every day. * We are full of energy and pride in what we do. We focus on self-development to learn and grow, so we can stay up to date and add value. * We innovate and collaborate on our best ideas. Together, we can drive the changes that are needed to help our business grow, and help our customers live their best lives. | |
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| * **We have a ‘smart working’ policy with flexible remote working. However, there may be a requirement to attend meetings at our Hampshire head office in line with government guidelines.** * Some UK travel & overnight stays. * Reasonable role and task flexibility expected given the seniority of the role. * May be required to lead other business activities or projects in other parts of the Simplyhealth Group. |