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| **ROLE Title:** | Mid Frontend Engineer | **DAte:** | November 2024 |
| **GRADE:** | D | **Business Unit:** | **DIGITAL PRODUCT AND TECHNOLOGY** |
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| **Role** | **Need to Do** | **Need To Know** | **Need to Be** |
| **Purpose**:Mid software engineers play a key part in regularly delivering customer value in individual product teams. They are technically proficient in their known programming languages and consistently deliver technical improvements to the RAC’s codebases**Role Dimensions:** * One of the key technical practitioners within the product team. Regularly show best practice, practical estimations and great problem solving in their surrounding product teams.
* Takes ownership in contributing to technical designs, innovative solutions and practical recommendations to immediate teams and the rest of the technology function.
* Proactive with seeking out alternative processes or functionality that would improve the RAC’s services/customer experience.
* Help to ensure architecture and technologies are appropriate and relevant to RAC business needs
* Play a key part in the wider RAC Technology Design community, helping ensure good practice across all domains and adherence to principles
* Provide operational support and advice for digital to Service Management.
* Integral to the recruitment and onboarding process for new engineers joining the team
* Role requires a high level of technical expertise in JavaScript and React alongside proficiency with the Azure Cloud Environment and Kubernetes
* Key knowledge and understanding Agile working methodologies.

**Role Dimension:**Non-Financial.**Reports to:** Engineering Manager**Relationships**Will work closely with the Engineering Managers, other software engineers as well as the rest of the product engineering roles which make up the digital team. | **Outcomes:*** Develop high quality software and architecture
* Perform troubleshooting of operational and integration issues
* Attention to detail when writing code and obsessing over delivering high quality solutions to customers
* Provide Knowledge management for the Digital estate, including:
	+ Maintain high level artefacts providing a clear view of the current Digital Architecture
	+ Maintain high level artefacts providing a clear view of the future Digital Architecture
	+ Understand and contribute improvements to the full delivery lifecycle
* Keep up to date on emerging technologies ensuring any new tools adopted in the RAC are fit for purpose and commercially appropriate
* Engineer in required technologies (including): JavaScript and React alongside proficiency with the Azure Cloud Environment and Kubernetes
* Able to interface with the business and make sense of complicated or incomplete requests.
* Provide accurate estimates for business initiatives at concept as well as challenging existing estimates to ensure we’re routinely delivering value
* Able to own technical debt across the technology stack and make practical assessments about the relevant priorities.
* Regularly provide constructive 360 feedback to others in the team
 | * Engineer in required technologies (including): JavaScript, React alongside proficiency with the Azure Cloud Environment and Kubernetes
* In depth knowledge of frameworks, tools and languages surrounding the RAC technology ecosystem.
* Ability to work with minimal supervision in a very dynamic and timeline sensitive work environment.
* Proficient with industry standard patterns on great engineering practice (including but not all), event driven design, service to service communication, redux pattern and component reusability.
* Ability to quickly understand technical issues without much intervention from other engineers
* Good understanding of agile software development methodologies, values, and procedures.
* Thorough understanding of best practice in the software engineering lifecycle.
* Understanding of and a passion for automation
* Must have good stakeholder management, communication, organisation, and time management skills.
* Must be "self-motivated" as well as creative and efficient in proposing solutions to complex, time-critical problems.
* An allergy to duplication and proactively seeks conversations to delete/consolidate duplicate technology
* Ability to deal with multiple projects and deadlines.
* Strong analytical and problem solving skills with a high attention to detail.

**Results Driven** (Prioritising, Taking Initiative, Taking Ownership)  | **Capabilities/Strengths****Core competencies:**

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| 1 | Interpersonal & influencing skills. | 3 |
| 2 | Judgment & Decision Making. | 3 |
| 3 | Commercial Awareness. | 3 |
| 4 | Leading Change. | 2 |
| 5 | Achievement Drive. | 3 |
| 6 | Customer Focus. | 3 |

 7 Team Working 2 **Values****Handle it Together:**I care about our impact on others, and I do the right thing by acting with integrity and being fair.I share ideas and work across functions to achieve the best results for the business.I demonstrate the courage to positively challenge others.**Exceptional Service:**I keep the best interests of our Customers and Colleagues at the heart of everything I do.I go the extra mile to enhance our customer's experience, both internally and externally – delivering excellent results and service, every time.I understand the business strategy and make sure our work supports our goals.**Raise the Bar:**I'm driven and ambitious to be the best I can be and always look for ways to improve.I challenge myself and others to do better every time and set stretching targets.I never stop learning – actively seeking ideas and opinions from other people, learning from my mistakes, and sharing my learnings with other.**Own It:**I lead by example – I do what I say I will and take ownership of issues and solutions.I'm trusted to be part of the solution and achieve the right outcomes for Customers and Colleagues.I'm passionate and committed to making a positive difference. |