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| **ROLE Title:** | Senior Backend/Frontend Engineer | **DAte:** | November 2022 |
| **GRADE:** | D/E | **Business Unit:** | **DIGITAL PRODUCT AND TECHNOLOGY** |
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| **Role** | **Need to Do** | **Need To Know** | **Need to Be** |
| **Purpose**:Senior software engineers are an intrinsic part of the RAC delivering its technical vision through superb software engineering best practices. Senior software engineers are the embodiment of best practice, quality and agility within the digital team and act as one of the most senior voices in our technology decision making.**Role Dimensions:** * One of the key technical practitioners within the product team. Instil best practice, practical estimations and great problem solving in your surrounding product teams.
* Takes ownership in contributing to; and creating, 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 .NET Core, C#, JavaScript, React, SQL Alongside proficiency with the Azure Cloud Environment and Kubernetes
* Proven experience with taking a leadership role within the team is needed – but not necessarily line management.
* Deep knowledge and understanding Agile working methodologies.
* Role would suit a Senior Engineer looking to progress their career and looking to take more of a leadership focused role within technology without taking direct line management.

**Role Dimension:**Non-Financial.**Reports to:** Engineering Manager**Relationships**Will work closely with the Engineering Managers, Director of Engineering, CPTO, domain specialists as well as the rest of the product engineering roles which make up the digital team. | **Outcomes:*** Develop high quality software and architecture
* A key player in implementing the technical strategy to ensure our systems and architecture remain relevant and capable of meeting the demands of the business
* Provide Knowledge management for the Digital estate, including:
	+ Create and or Maintain high level artefacts providing a clear view of the current Digital Architecture
	+ Create and or Maintain high level artefacts providing a clear view of the future Digital Architecture
	+ Understand and drive 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): .NET Core, C#, JavaScript, React, SQL Alongside proficiency with the Azure Cloud Environment and Kubernetes
* Able to take a leadership role within the Engineering squads, providing coaching and mentoring to all levels of seniority
* Able to interface with the business and make sense of complicated or incomplete requests.
* Provide architectural and design suggestions on a variety of business domains.
* 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.
* Help to ensure you and the rest of the engineers within your immediate team are obsessed with quality and constantly drive to improve standards and working practices
 | * 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.
* Ability to deeply understand technical issues that aren’t necessarily within your day-to-day stack.
* Deep 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.
* Ability to help coach the team to reach their highest potential.
* Must be "self-motivated" as well as creative and efficient in proposing solutions to complex, time-critical problems.
* 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) **Team Leadership** (Mentoring Others, Demonstrating Teamwork, Influencing Others, Interacting with Others, Maintaining Composure, Motivating Others, Providing Direction and Leadership) | **Capabilities/Strengths****Core competencies:**

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

 7 Team Working 3 **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. |