

ROLE PROFILE

Job Title	Developer
Business Unit / Group Function	Central Services
BU Team / Sub-Function	GTS
Location	SBP or Richmond
Leader	Product Leader
People Leadership	No
Job Level	4B
Role Purpose Take responsibility for product development and implementation lifecycle of applications and systems that provide the required product functionality to meet business requirements.	
Accountabilities <ul style="list-style-type: none"> • Design algorithms and flowcharts to create new software programs and producing efficient and elegant code based on business requirements • Creates, refines and updates technical product specification and documentation and documents source code and configurations accurately • Reports implementation progress, performance and risks to (agile) product team and Product Owner outlining any improvements required in a timely manner • Reviews functional and non-functional requirements and designs for development in line with business requirements • Implements and configures the product according to specification and design successfully ensuring implementation quality, flexibility and effective performance • Provides input on capacity forecasts, effort, duration and requirements for development activities in line with business requirements • Consults with Technical Dependency Management and Deployment, Change & Test Management of the Product group ensuring business objectives are met • Participates in (agile) meetings and collaborates closely with the agile team in the respective Team • Collaborate with different roles within the product team (i.e. DevOps, QA / Test Engineer) to ensure timely and quality resolution of issues • Closely cooperates with external service/ solution providers to develop appropriate product functionalities • Manages the adaptation resulting from changed business requirements or performance improvements to required standards • Identifies and shares best practice within developer community - both internal and external, to ensure viable and cost effective solutions are implemented meeting business standards 	
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Competencies

Applying Expertise and Technology <ul style="list-style-type: none"> • Applies specialist and detailed technical expertise • Develops job knowledge and expertise through continual professional development • Shares expertise and knowledge with others • Uses technology to achieve work objectives • Demonstrates appropriate physical co-ordination and endurance, manual skill, spatial awareness and dexterity • Demonstrates an understanding of different organisational departments and functions 	Delivering Results & Meeting Customer Expectations <ul style="list-style-type: none"> • Focuses on customer needs and satisfaction • Sets high standards for quality and quantity • Monitors and maintains quality and productivity • Works in a systematic, methodical and orderly way • Consistently achieves project goals 	Persuading and Influencing <ul style="list-style-type: none"> • Makes a strong personal impression on others • Gains clear agreement and commitment from others by persuading, convincing and negotiating • Promotes ideas on behalf of self or others • Makes effective use of political processes to influence and persuade others
Deciding and Initiating Action <ul style="list-style-type: none"> • Makes prompt, clear decisions which may involve tough choices or considered risks • Takes responsibility for actions, projects and people • Takes initiative, acts with confidence and works, • Initiates and generates activity 	Coping with Pressures and Setbacks <ul style="list-style-type: none"> • Works productively in a pressurised environment • Keeps emotions under control during difficult situations Handles criticism well and learns from it • Balances the demands of a work life and a personal life. Maintains a positive outlook at work. • Handles criticism well and learns from it 	Analysing <ul style="list-style-type: none"> • Analyses numerical data, verbal data and all other sources of information • Breaks information into component parts, patterns and relationships • Probes for further information or greater understanding of a problem • Makes rational judgements from the available information and analysis • Produces workable solutions to a range of problems • Demonstrates an understanding of how one issue may be a part of a much larger system

Skills and Experience

Educated to degree level in Computer Science or a related field
3-5 years of experience as a Software Developer in a commercial environment
Proficiency in popular coding languages and frameworks for modern CRM, CDP, digital marketing related systems
Excellent knowledge of the software development life cycle and methodologies for a commercial context
Excellent verbal and written communication skills
General understanding of technology stack and development environment for digital marketing
Proven ability to learn, adapt and grow with new technologies and methods
Relevant certification desirable