

Senior Software Engineer

Job Description

Your Success at Wordnerds

This document outlines all of the responsibilities, duties, skills and qualifications we think are important to successfully carry out your role. As a start-up, though, we've learned that a job description can be something of a moving target.

Equally important, then, are the feedback, coaching, performance management and career progression processes you will participate in as a Wordnerd.

We strive to create a culture that is clear about what we need from you and how you're doing. At the same time, we want to be equally transparent about what you can expect from us, to set you up for success at Wordnerds and beyond.

For more information about Wordnerds and the context of this appointment, please see the corresponding *Job Advert*.

Responsibilities

You will be a Senior Software Engineer, working as part of a scrum team consisting of other engineers and the Product Manager. You will be responsible for the following:

- **Technical leadership**—in a tech landscape that's constantly evolving, it's important to keep pace with developments to ensure that we're building excellent software. You should aim to continually push yourself and the team forwards in this regard.

- **Codebase quality**—play a key role in maintaining the quality of the codebase by conducting code reviews and implementing best practices, in order to minimise the risk of bugs
- **Assist and coach junior engineers**—mentoring and providing guidance to more junior members of the team is core to your role as an experienced, senior member of the team
- **Minimise security risks**—the safety of our own and our customers' data is paramount. You will assist in implementing and maintaining cybersecurity measures of the platform and underlying infrastructure
- **Project ownership**—be the lead on projects and effectively manage them, ensuring they are delivered on time, within budget, and meet the required quality standards
- **Monitor and maintain the integrity of our systems**—ensure our ongoing monitoring is kept up to date with sufficient coverage of our systems

Skills, Capabilities & Outcomes

- **Technical expertise**—demonstrate a deep understanding of software engineering principles and multiple programming languages, and use this expertise to guide technical decisions and solutions to complex challenges. Your code is optimised, tested and well structured, using established design patterns and standard conventions.
- **Expert level knowledge**—you have excellent and up-to-date knowledge of Laravel and the wider PHP ecosystem, and use it to innovate within the team. You understand and can demonstrate the ability to optimise a database in order to reduce cost whilst improving query efficiency
- **Building out our cloud infrastructure**—comfortable working on most aspects of our cloud infrastructure. You can suggest and support on rolling out new technologies, products and services
- **Problem-solving**—collaborate with the team to develop creative solutions for technical challenges, fostering a culture of critical thinking and data-driven decision-making

- **Planning, execution and delivery**—thorough understanding and contribution in all aspects of the *Software Development Lifecycle*. Enables the team to deliver work efficiently.
- **Continuous learning**—embrace continuous learning and encourage team members to do the same, seeking out opportunities for professional growth and staying informed about the latest advancements in software engineering
- **Leadership**—exhibit leadership qualities within the Software Engineering team, assisting the Head of Engineering in supporting the team to achieve their goals and objectives
- **Communication**—effectively communicate technical concepts to both technical and non-technical stakeholders, facilitating clear understanding and collaboration within the team and with other departments. You can represent the Software Engineering team during meetings and calls, both internally and with customers, suppliers, etc
- **Adaptability and learning**—encourage a culture of learning from successes and failures, iterating on solutions, and making data-driven decisions
- **Recruitment**—participate in the recruitment process, providing insights into identifying key skills required for new hires and contributing to the team's growth and scaling efforts
- **Financial acumen**—consider financial implications when making technical decisions

Teamwork

Inter-team

- The team works well to collaborate, ideate and problem solve with each other
- Champions and assists in refining our systems and processes
- Targets and business decisions are clearly articulated, discussed and fed back on
- You give and receive clear, honest and kind feedback to other members of the team

Intra-team

- The team works well to collaborate, ideate and problem solve with other departments
- Other teams are appropriately supported and consulted
- Your team contributes to a positive and harmonious work environment

- You give and receive clear, honest and kind feedback to members of other teams, including challenging managers and directors where you see fit

Innovation

Innovation is the process of implementing new ideas into Wordnerds so that we constantly improve our ways of working. There are two main types of innovation we need you to deliver:

- **Incremental innovation:** gradual, fine tuning of established systems and processes that layer to achieve greatly more productive work over a long-term view
- **Radical innovation:** step-change ideas that completely reimagine or replace existing methodologies, ways of working and approaches

You should develop a consistent process that allows you and your team to:

- **Discover and assess new ideas:** from frameworks and methodologies to technological advancements, what are the tools, tips and techniques you can harness to achieve the innovation we are looking for?
- **Test ideas efficiently:** not all innovations are positive. Some have unintended consequences you can't possibly know about at first sight. In this role we expect you to use agile principles to:
 - Set and share expectations about what specifically we're trying to improve (and why!)
 - Gather data quickly to test hypotheses in short feedback cycles
 - Iterate on our learnings
 - Approve or reject new ideas, based on the data and feedback

Efficiency

Time is the most scarce resource we have. An important part of your role is to help design, implement and refine systems and processes that make the best use of our limited time.

- Eliminate unnecessary work:
 - Implement one-to-many opportunities where appropriate
 - Automate boring, manual or low-value processes that take up time

- Make meetings more productive
- Help others do the same:
 - Whether it's junior engineers in your team or people in other parts of the business, you should always be vigilant in spotting opportunities to help other Wordnerds reduce unnecessary work
- Own your impact:
 - Ensure that the work you and your team are doing is moving the needle on the metrics and business focuses we care about

Metrics & Targets

- **Product Vision:** Assist in the delivery of quarterly projects by improving the speed, flexibility, accuracy and depth of our product offering
- **Delivery:** Working in a way that's conducive to the team achieving its collective sprint goals
- **Performance:** Helping the team to continuously improve, using KPIs to measure performance objectively.