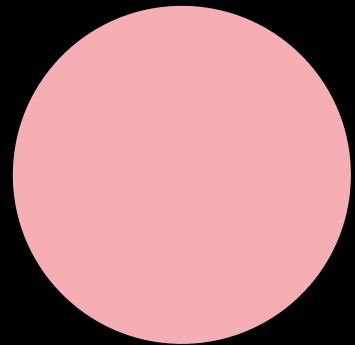
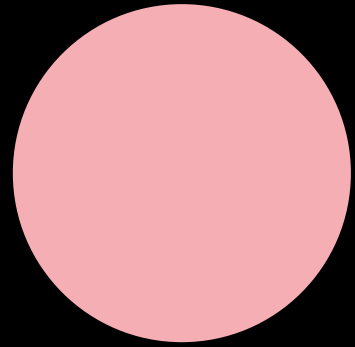


Savanta

Role Specification: Software Engineer



Classified: Private

Location: Cambridge or London (Hybrid, 1-2 days per week onsite)

Business Area: Technology

Reports to: Engineering Team Lead

About the Role:

Software Engineer | Tech | Cambridge/London

Our evolving roadmap is full of ambitious and exciting delivery milestones across the full range of our products and services.

The impact of a Software Engineer's work is seen very quickly, as projects typically last between three and six weeks. While some initiatives may run over longer timespans, these are always divided into smaller projects with a focus on regular shipping.

Software Engineers operate within agile teams, usually comprising three to six engineers and a UX designer. Product managers, QA specialists, and one or two business stakeholders are also involved in each project. We use light touch Scrum to manage projects & delivery.

Teams work closely with stakeholders, use Git source control, implement a continuous deployment pipeline, collaborate remotely, and utilise a variety of cloud services and SaaS providers. Working practices and processes are frequently modified or newly designed to accommodate the growth and evolution of the business.

Our tech stack includes:

- .NET 8: C#, with ASP.NET Web API
- React and TypeScript.
- Snowflake.
- Microsoft's Azure cloud platform.
- Github, Azure Dev Pipelines, and Octopus Deploy.

Key Responsibilities:

Technical:

Proven ability to...

- **Fixes live incidents in production code, e.g.:** Works with Support and consultants to diagnose and resolve issues; Writes appropriate tests/alerting after fixing a support issue; Feels confident pushing fixes to beta/live in a familiar system.
- **Acts on alerts and monitoring, e.g.:** Knows which systems we have in place for alerting & monitoring; Notices when alerting or monitoring fails and either tries to fix it or asks for help/more information; Considers adding alerts/monitoring when bug fixing or writing new features.
- **Works in a secure way, e.g.:** Uses a password manager for tools/apps and changes passwords appropriately; Aware of security best practices: e.g. common web vulnerabilities (OWASP), SQL injection.
- **Has a test-first attitude to development, e.g.:** Considers testing early; Considers early refactoring in order to make testing easier; Adds to existing tests; Does user-focussed manual testing and documents in PR.
- **Follows SOLID principles, e.g.:** Discusses SOLID principles when pair programming or reviewing PRs, especially single responsibility and dependency inversion principles.
- **Can build and deploy 1-2 main tools, e.g.:** Feels confident building a couple of the main tools and able to deploy them to beta/test/live; Able to read/tweak Azure (YAML) config for those tools; Knows how to find out about the build/deploy pipeline for other tools (e.g. who to talk to, where the README lives).
- **Has familiarity with design patterns, e.g.:** Knows a couple of common design patterns and uses them when writing new code.

- **Improves skills and technical ability using preferred learning style, e.g.:** Stays informed about technology through reading blog posts; Proactively learns how to use a new tool/language feature; Finds training courses/resources that will improve knowledge/skills and talks to career manager about attending; Participates in coding katas and other in-house training sessions.
- **Understands the importance of performance, e.g.:** Have awareness of which bits of the app are performance critical (i.e. run a lot) and which aren't; Notices/avoids anti-patterns such as nested loops.

Delivery:

Proven ability to...

- **Works on the most important task, e.g.:** Chooses the most important story to work on rather than the one that is the most interesting; Stays focussed on the work to be done without getting side-tracked by unnecessary details or rabbit holes; Accepts that priorities or changes to tasks may happen.
- **Gets well-defined tasks from backlog to production, e.g.:** Breaks stories down into well-defined tasks; Raises blockers in a timely way; Ensures acceptance criteria has been completed.
- **Releases work regularly and incrementally, e.g.:** Proactively coordinates pushing live releases including comms, testing, and handling issues that arise; Does not consider a piece of work to be finished until it is in the hands of the user.
- **Considers users and UX, e.g.:** Able to say who the users are for 1-2 main tools; Attends UX research sessions and provides observations

Communication:

Proven ability to...

- **Asks questions and seeks to improve understanding, e.g.:** Collaborates well when pair programming; Asks for help when blocked; Uses appropriate channels (e.g. Teams) to ask questions.
- **Receives feedback and acts upon it, e.g.:** Implements requested changes on a pull request; Acts on feedback given in 1-1s or by team-mates; Takes actions in retrospectives to improve the team's performance and capability.
- **Provides feedback within the team, e.g.:** Reviews PRs and gives actionable and empathetic feedback; Contributes to retros constructively.
- **Presents their own work clearly to team members, e.g.:** Updates the team concisely about work during stand up; Can demo a new feature to a product manager or tech lead; Writes good commit messages that explain why a change was made; Updates Freshdesk tickets with clear useful information/requests.
- **Maintains a positive attitude to other people's code, e.g.:** Shows kindness; Asks for explanations instead of stating disapproval; Is encouraging rather than disparaging.
- **Writes clear and legible documentation, e.g.:** Commit messages; Appropriate code comments; Release notes.

People & Team:

Proven ability to...

- Work with the Team Lead and Head of Engineering to build and develop a high performing team, fostering a culture of continuous innovation, and held accountable for delivering high quality work. Deputising for Team Lead when necessary.
- Build relationships with key internal stakeholders, become a trusted advisor to colleagues with ability to influence senior as well as junior team members.
- Mentor team members and support their career development across a broad skill set.

- Create progression plans and stretching objectives for junior staff, ensuring they deliver against them, managing performance where required and taking corrective action (e.g. Performance Improvement Plans).
- Support the delivery of our recruitment strategy, including interviewing prospective members of the team.
- Identify & deal effectively with underperformance among junior staff, implementing and running Performance Improvement Plans in a timely manner.
- Embody company values and meet performance expectations.

Personal Development / Profile at Savanta:

Proven ability to...

- Is the 'go-to person' for a technology, tool, or process, champions a particular technology/tool, keeps up to date on any changes/updates.
- Identifying areas for improvement and taking the lead for positive changes.
- Build a visible profile across the team and wider business.
- Promote global best practices, innovation, and collaborative ways of working.
- Contribute positively beyond core responsibilities through initiatives like Career Management.
- Actively own personal development goals and work closely with managers to achieve them.

About You:

Essential Criteria:

- Experience of agile rapid release iterations.
- Experience specifically with C# and .NET, or experience in closely related languages (Java, Python, Scala) including modern functional idioms.
- React & TypeScript experience.
- A willingness to learn – new technologies, our business and platform, and ways of working – is an absolute must.
- Full product delivery mindset focused on a tested user experience.
- Encourages a test first approach as part of stories aiming for high automated coverage.
- Assisting in the running of meetings such as project kick-offs, stakeholder check-ins, and retrospectives.
- Comfortable with some ambiguity and shifting priorities in your work environment, and comfortable with managed change.

Desirable Criteria:

- Strong RDBMS experience and who knows at least one dialect of SQL well: e.g., *might have spent significant time with postgresql, mysql, or Oracle, and if so should pick up SQL Server with minimal issues.*
- Experience configuring Azure services.
- Experience working with Snowflake.
- Experience/interest of informal leadership or formal management experience.