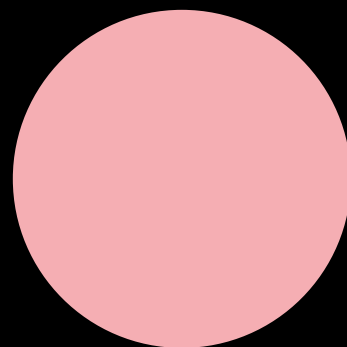
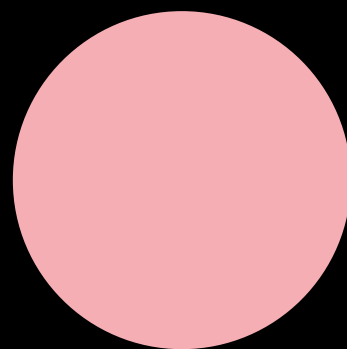


April 2026

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**Savanta**

**Role Specification:  
Senior Software  
Engineer**



Classified: Private

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**Location:** UK (Remote, onsite 1-2 days per month)

**Business Area:** Technology

**Reports to:** Engineering Team Lead

## About the Role:

*Senior Software Engineer | Tech | UK*

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

The impact of a Senior 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.

Senior 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...*

- **Influence testing:** Write 'first test' if no tests already exist, e.g., integration, refactor appropriately to make testing feasible".
- **Share deep understanding:** Give lightning talk, share short written learnings on teams and/or externally, creates/updates readmes/runbooks.
- **Make key technical decisions:** Set up monitoring, prevent security vulnerabilities, foresees dependencies, decide on languages/frameworks to use.
- **Tackle problems with a positive attitude:** Fix serious bug in messaging platform without any prior knowledge, proactively seeks help from others when needed, updates documentation and improves accessibility for others".
- **Deal with technical debt:** Clean up and delete code safely.
- **Take defensive approach of security:** Aware of threat models, understand which of our systems are public facing and don't introduce vulnerabilities, and maintain principles of least privilege in permissions and accessibility.
- **Understand / work with other's code:** Ask to pair and refactor first rather than push for a rewrite, know when rewriting is the best course of action.
- **Simplify when applicable:** Use straightforward solutions instead of complex ones to improve readability and maintainability.
- **Demonstrate Performance:** Create benchmarking tests, look at data structures and algorithms with bigo mindset. Able to profile code and act on results, documenting the findings in the code.

- **Have good understanding of common design patterns:** Use a handful of design patterns appropriately, able to introduce/share knowledge of design patterns with others whilst pairing.

### **Delivery:**

*Proven ability to...*

- **Breakdown complex proposals:** Breakdown epics into well-defined stories and tasks, contribute significantly to scoping/kick off sessions, creates acceptance criteria.
- **Consider users & UX:** Represent voice of the user when writing stories/tasks, help designers understand technical constraints impacting design work, challenge design work based on shared team knowledge of users.
- **Testing:** Think about testing in kick-off stage, make sure tests are created and run when stories are finished. Verify protections implemented are validated manually, test own/others work, using exploratory testing to break it rather than just testing happy path.

### **Communication:**

- **Communicate technical concepts:** Presents team's work / technical ideas at conferences or in-house.
- **Facilitate productive discussions:** Runs meetings with clear agendas and actions, obtains feedback on technical proposals and takes ownership of following up on actions, facilitates disagreements and contradictory opinions through constructive, productive conversation
- **Write clear documentation:** Creates/maintain runbooks, techwiki, Savanta wiki (sharepoint)
- **Changes:** When implementing changes that could impact significant components, inform all relevant teams and schedule changes during standard working hours, avoiding evenings and Fridays.

### **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.