



Job description

Software Engineer

November 2019

Company context

INTO's mission:

Through innovative partnerships with leading universities we expand opportunities for higher education, ensuring success and transforming the lives of our students and staff.

Across the world, there is increasing demand for top quality higher education, with more and more students demanding access to provision beyond their home country. INTO partners with universities in three continents to address this global demand and help transform their international capacity and performance. Since 2006, we have successfully launched partnerships with 22 universities in Europe, North America and Asia. We have enrolled over 67,000 students from 166 countries and now have about 1700 employees, based round the world.

Our website <http://www.intoglobal.com> has details of how we are organised and our outstanding achievements so far.

Reporting line

The role reports to the Development Manager.

Job purpose

To deliver quality software solutions aligned to business objectives and architectural guidelines, ensuring standards and practices are followed. This is a hands-on, full-stack development role.

Key accountabilities and duties

- Participating in multi-disciplinary, Agile teams creating Digital solutions.
- Translating user stories into functioning applications.
- Creating and maintaining efficient, reliable and testable code in line with coding standards.
- Delivering systems that meet performance and quality goals.
- Staying up to date with technology developments.

General Expectations

Highly proficient software engineering role (e.g. 7.5 to 10 years' experience) with proficiency, ideally with academic background. Able to join in immediately.

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The job title does not define or limit your duties and you may be required to carry out other work within your abilities from time to time at our request. We reserve the right to introduce changes in line with technological developments which may impact upon your job duties or methods of working.

Location

The post is based in Bangalore. Travel within India and abroad may be necessary and flexibility is required to meet the demands of the post, including occasional weekend working. The post holder may be reasonably required to work from any INTO or Partner location at any time.

Safeguarding

As part of our Safeguarding procedures, applicants are asked to note that:

- references will be followed up;
- all gaps in CVs must be explained satisfactorily;
- proof of identity and (where applicable) qualifications will be required;
- reference requests will ask specifically whether there is any reason that they should not be engaged in situations where they have responsibility for, or substantial access to, persons under 18;
- Appropriate suitability checks will be required prior to confirmation of appointment.

This role may meet the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974. If so, all applicants who are offered employment will be subject to a Disclosure and Barring Service check before the appointment is confirmed. This will include details of cautions, reprimands or final warnings as well as convictions.

Please see the next page for person specification...

Person Specification

	Essential	Desirable
Legal Status	Eligibility to work in and travel freely to and from the UK, i.e. valid UK or EU passport.	
Education/Qualifications	A degree in Computer Science, Computer Engineering, Mathematics with Computer Science or demonstrate the relevant experience.	
Front-end Technologies	Most of: Angular, TypeScript, ASP.NET, HTML 5, CSS, SCSS, JavaScript.	
Back-end Technologies	Most of: C#, .NET Core, REST.	
Other Technologies	Some of: Cloud (preferably Azure), Mobile Development, App Development (iOS/Android), JIRA, Confluence, TFS/VSTS/Azure DevOps.	
Platforms	Fluent in one or more platforms used by their team.	
Selection of Technologies	Awareness of different technologies used by their team, and their implications. Can listen to, follow, and contribute to discussions they're invited to.	
Coding	<p>Can take medium-sized user stories and work under own initiative, breaking the story into sub-tasks independently. Can work on larger user stories with input from Senior/Lead Software Engineer.</p> <p>Ensures that departmental coding standards and principles are followed. Where coding standards are not understood seeks to proactively gain the knowledge and understanding. Proactively escalates where coding standards and principles are not able to be followed ahead of non-adherence to these.</p>	
Technical Design	<p>Able to design units of functionality. Can come up with design suggestions for larger systems to be agreed with Senior/Lead Software Engineers.</p> <p>Demonstrates accountability and ownership of their own solutions.</p>	

Design Patterns	Able to implement common patterns and equipped to research and learn new patterns when they encounter new problems.	
Cloud/Infrastructure	Able to work with cloud resources to diagnose problems and build out solutions.	
Documentation	Values documentation and is a major contributor to systems documentation, especially for the things they create.	
Problem Solving	Able to overcome problems, sometimes with the help of their peers.	
Tools	Familiar with GIT, Visual Studio, and Visual Studio Code (or equivalent). Also familiar with alternatives.	
Learning	Demonstrates a commitment to continuous professional development by proactively learning and developing. Self-learning and ambition to complete courses chosen by themselves to fill skill gaps.	
Mentoring	n/a	
Onboarding	Friendly and attentive to newcomers, with a willingness to help them find their feet. Helping their new peers set up their workspace and get accustomed to the team's processes.	
Communication (technical)	Works well in a team and able to talk to peers about their work, as well as understand general technical discussions. Able to make simple diagrams to illustrate their ideas. Productively joins in technical discussions.	
Communication (non-technical)	Integrates well and professionally with the wider organisation. Able to talk fluently about the business domain with stakeholders and other technical teams.	
Triage	Able to diagnose and document problems and suggest potential solutions.	
Agile	Contributes to the success of their Agile team.	

	<p>Good communication in stand-ups, backlog refinements, and sprint planning. Accurate task-board discipline. Quick to raise impediment and seek the help of others during a sprint. Contributes to the improvements in process.</p> <p>Knowledgeable of the implementation of Agile development principles. Demonstrating an understanding of 'Being Agile' as well as 'Doing Agile'.</p> <p>Participates in debates on team health; suggests changes in team/individual behaviour to correct any problems.</p> <p>Has the courage to say when something is not right and equally to take the initiative to do something about it.</p>	
Requirements Gathering	Able to create well written user stories from discussions with product owners and business stakeholders.	
Estimating	Able to offer meaningful estimates in sprint planning and explain their reasoning.	
Reporting (Upwards)	Able to explain what they are working on to their scrum team.	
Peer Review	Able to carry out large but non-complex peer reviews and identify any issues.	
Releases	Able to execute regular releases. Able to configure new release pipelines.	
Resourcing	n/a	
Performance Reviews	Completes mid and full year performance reviews.	
Knowledge Sharing	Builds and shares critical in-depth knowledge of the systems.	
Helping Others	<p>Involved with on-boarding new teammates.</p> <p>Identifies opportunities to help teammates with user stories in sprints.</p>	

Passion	A passion for coding, as evidenced by a portfolio of personal projects and a deep understanding of some commercial projects.	
Recruitment	n/a	
Culture	Understands the organisation, department and team culture and values and proactively supports these.	
Testing	Tests own work before raising pull request.	