Senior Developer

Mission

To define and implement technical solutions to meet the needs of specific client requirements. To work to our standards and deadlines to produce work that meets or exceeds the expectations of the client and your team. To value technical excellence and a collaborative approach to work by the principles of the Agile manifesto. To ensure you continue to develop a mastery your skills and actively seek out new experiences and opportunities to learn.

Values

Generosity - Ambition - Curiosity

Competencies

- **Self-organising -** you take responsibility for your own schedule and workload. You know what's expected of you each week and can confidently discuss competing priorities on your time.

- **Teamwork** - you achieve your goals working with your colleagues and clients - you avoid being the hero and you're never a team of one. You understand the reasons for our baseline standards and you stick to them.

- **Integrity -** you set clear commitments and expectations and you do what it takes to meet those commitments.

- **Resilience and tenacity -** you handle the difficult situations. When faced with a challenge, you step up to solve it and do not wait for others to work it out for you.

- **Sensitivity to others -** you are polite and considerate to client and colleagues and understand that we're all working toward the same goal.

- **Strong opinions, lightly held -** you speak up, but you'll listen to critique with open ears.

Impact Outcomes

1. **You define the implementation details of customer requirements and size them appropriately**

    a. You ensure you fully understand the context of the projects you work on. For example by participating and collaborating in backlog refinement sessions for

your active timebox based projects, asking enough questions and ensuring work passed to you is sufficiently detailed.

b. You define the technical details of customer requirements in sufficient details and document your approach and assumptions on tickets before beginning work.

c. You define and agree all work on support projects before implementation using the small quote template (or otherwise)

d. You provide accurate estimates for work to be delivered and set realistic expectations of what functionality can be delivered by when

e. You manage client expectations so they understand what they will see and when, and the feedback you need so the client is satisfied with what will be produced

2. **You deliver high quality software solutions on time and to budget**

a. You deliver the work you have committed to for the agreed deadline so that the rest of the project is not affected

b. You deliver work to meet or exceed client expectations of quality

c. You deliver work that meets your teams and the chapter's expectations of quality

d. You plan your own time appropriately to ensure you are tackling all aspects of a software delivery project in a controlled way. For example code reviews and team collaboration is done promptly.

e. You collaborate effectively with other team members during build to prevent rejected work and defective tickets being raised as a result of misunderstandings. For example, collaborating effectively with the designer.

3. **You support the growth of both the company and chapter, and promote the value of quality software engineering internally**

a. You show passion for keeping on top of current tools, standards and trends

b. You actively contribute ideas for chapter growth

c. You ensure the timely delivery of quarterly goals you are assigned to

    d. You produce relevant content related to software engineering and agile software development to raise the profile of the chapter

4. **You log 31 hours of valuable, billable work to client projects each week**

    a. You look forward in Forecast to ensure your planned work is correct and allows you to meet this goal.

    b. You alert your Chapter Lead in advance if you are unable to meet this target.

    c. You prioritise client work up to this target before engaging in other discretionary activities.

    d. You log all work done accurately in Harvest with an appropriate comment

5. **Your project teams achieve an aggregate client satisfaction score of 80+ across active projects.**

    a. You manage client expectations so we avoid any unexpected client issues.

    b. You build rapport with clients and make efforts to build strong working relationships.

    c. You challenge the client's preconceptions and assumptions so that we are adding value through our work.

    d. You hold yourself and your teams accountable to a high quality level.

    a. You deliver to agreed deadlines and budgets.