Job Description

Job Title: Software Developer	**Division:** Authentication
Reporting to: Engineering Manager	**Function:** Software Development
Location: Flexible Basingstoke/Gateshead/Remote	**Job Grade:** D11
Travel: (Frequent/**Some**/None) Limited. UK based. To Gateshead, possibly once or twice a year	

1. ROLE PURPOSE AND SUMMARY

De La Rue's Authentication division provides a software platform with sophisticated anti-counterfeit capability and track and trace solutions capable of handling billions of transactions per day. Our customers are global brands and Governments.

As a **Software Developer** you will form part of a cross-functional, multi-disciplinary Agile product team. We develop simple but highly effective web applications, and are passionate about writing good quality, highly testable, user-driven software. Our software uses modern technologies, consisting of mainly React (Typescript), with backend C# and Java Web API RESTful services. We adopt BDD and TDD and you'll frequently see us pair and mob programming. If that sounds exciting to you then you'll be in good company.

We're evolving our products and we're committed to using the best languages and frameworks to solve the problems we face. You should feel comfortable learning and leveraging new technologies.

We work together and value people who are collaborative, helping each other and sharing knowledge across the department, using wikis and team chat rooms to build our knowledge. We drive change and innovate, we love keeping up with the latest technologies and approaches and furthering ourselves and our teams.

Training is essential and we dedicate a proportion of each month to personal training.

2. DIMENSIONS AND REPORTING LINES (number of reports and financial values)

No direct reports.

3. KEY ACCOUNTABILITIES

Individual

- Develop quality, simple software in accordance with SOLID, DRY and YAGNI principles;
- Relentlessly focus on our user's need, driving incremental delivery of software that has the highest value and address areas of most risk in a timely manner;
- Work closely across the multi-disciplinary team to ensure the team delivers its commitments;
- Continuously drive improvement with yourself, the team and the department through ways of working with more agility and introducing technologies;
- Promote knowledge sharing across the team and department, ensuring that we work as closely and effectively as possible;

Common to all roles

Divisional Authentication

- Support the Divisional leadership team in executing on the strategy for Authentication in terms of the core GRS and Brand Protection propositions
- Build and embed (industry standard) operational best practices to sustain rapid growth and drive greater control of operations, profitability and risk
- Contribute to the development of a strong Divisional operating model, building strong interactions, processes and enablers across functions and teams
- Provide subject matter expertise to support effective decision making and provide input as required to the annual strategic planning and budgeting cycles
- Support, instil and follow the governance and operational disciplines applicable across the Division

Common to all roles

- To ensure full participation in the performance development review (PDR) process and maintain an up to date record of all training and development activities/programs
- To always act and behave in a way compliant with all De La Rue company guidelines and policies, especially those relating to values and behaviours, environmental health and safety, ethics and codes of conduct, as it is through living our values that we strengthen the culture of our business and demonstrate our understanding of our Code of Business Principles. Further information on our company values can be found in our "Living the Values" guidelines.

4. CAPABILITY (qualifications, experience and skills)

Education, Skills & Knowledge:

- Strong understanding and commercial experience of developing full-stack web applications. Experience with Typescript and either Java or .NET is required.
- Previous responsibility for delivering software end-to-end as part of the whole lifecycle;
- Commercial software development experience of working as part of an agile team;

- Commercial experience of developing software within a continuous deployment environment, with experience of using CI/CD tooling (e.g. Azure DevOps, Octopus, Jenkins);
- Good technical skills with knowledge of solution design and application architecture;

Abilities:

- Ability to envision and deliver software solutions that meet user needs and/or solve business problems – Essential
- Ability to design sophisticated solutions to meet challenging user requirements – Essential
- Ability to set and manage priorities judiciously – Essential
- Ability to articulate and gain engagement for ideas to both technical and non-technical audiences – Essential
- Ability to motivate in a team-oriented, collaborative environment – Desirable

Experience:

- Experience of successfully designing and developing sophisticated software products deployed in a variety of environments – Essential
- Hands-on experience of coding using more than one recognised industry standard language (e.g. Java, .NET core) – Essential
- Experience building web applications with Spring MVC or Spring Boot – Desirable
- Experience building web applications using a modern framework such as React (Typescript) – Essential
- Experience with ORM tools e.g. Hibernate or Entity Framework – Desirable
- Familiarity and usage of git source control within the team – Essential
- Database skills with a sound understanding of, and experience using Transact SQL and document-style/NoSQL storage such as Apache Cassandra – Desirable
- Experience with technologies such as RabbitMQ and Docker – Desirable
- Working in an Agile environment – Desirable

Personal Characteristics:

You will be a self-motivated individual who knows it takes a team to build great software, not an individual. You relish upskilling and learning new technologies to solve different problems.

	Name	Signature	Date
Job Holder			