



Senior Software Engineer

Specifics

Reporting to

Experience Engineering Practice Lead

Practice/ Team

Experience Engineering Practice

Business Service

Digital & Product

Date

May 2025



Welcome

We're committed to making energy cleaner and cheaper for Aotearoa New Zealand.

Our Retail structure is made up of a network of empowered teams, united by a shared purpose and clear goals, equipped with the skills and capabilities to deliver value to customers end to end.

The way we work is just as important as the work itself. Alongside our Meridian Values, we are guided by three key behaviour shifts: 'Make people awesome', 'Set your compass on customers' and 'Progress over perfection'.

Responsibilities

- Design, develop, and maintain full-stack features in a modern web/mobile product
- Take ownership of systems or services, from design to deployment
- Contribute heavily in either:
 - Backend: building scalable APIs with Node.js, deploying infrastructure with Terraform
 - Frontend: crafting responsive UIs with React and mobile interfaces with React Native
- Collaborate with product managers, designers, and other engineers to deliver quality user experiences
- Improve performance, reliability, test coverage, and observability across the system
- Participate in technical discussions, code reviews, and pair programming
- Mentor less experienced engineers and share your expertise across the team
- Contribute to CI/CD workflows and DevOps processes, especially if backend-leaning

Role Purpose

We're looking for a Senior Software Engineer with strong full-stack capabilities who takes ownership of their work end-to-end, consistently keeping the customer's needs at the heart of every decision as they join our engineering team.

You'll own key parts of the product, contribute across the stack, and help us scale with quality and speed. Ideal candidates are deeply skilled in either backend/DevOps (Node.js, Terraform) or frontend/mobile (React, React Native) and bring working experience or willingness to grow in the other.

This is a hands-on development role where you'll collaborate with cross-functional teams to build high-impact features, improve our architecture, and mentor mid-level/junior engineers.

Please read this description together with Squad Member/Practice Member role profile.

Skills and Experience

- Strong skills in either:
 - Backend/DevOps: Node.js, cloud infrastructure (AWS/GCP), Terraform/IaC, REST/GraphQL APIs
 - Frontend/Mobile: React, React Native, modern frontend architecture
- Working knowledge or production exposure to the opposite stack
- Comfortable with full-stack delivery—even outside your main area of strength
- Experience with TypeScript, version control, testing tools, and agile workflows
- Good communication and collaboration skills in cross-functional teams
- Growth mindset, curiosity, and a team-first attitude





Squad Member / Practice Member

As a Squad Member, I am

- A team-player, responsible for delivering items on the backlog and for the delivery of the squad overall
- Curious and innovative and passionate about customer experience and value
- Empowered to be autonomous within clearly defined guardrails
- Adaptable and flexible to changes in priorities

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- Building a hierarchy within the squad based on craft
- Deciding on prioritised backlogs
- Rejecting proposed solutions without offering alternatives
- Avoiding giving feedback
- Limiting my responsibilities to personal tasks only

Role Purpose

A team player and specialist in your craft, jointly responsible for the delivery of your squad's purpose and goals aligned to the objectives of the Value Stream.

You are also a member of a Practice, Hub or Enabling team in your field of expertise (craft) where you'll hone your skills through regular Practice-time.

Structure

In the Value Streams people are organised into fully-dedicated, cross-functional squads, where we can collaborate, iterate and innovate faster and are empowered to make the decisions that will deliver on our purpose.

There are multiple squads within our Home and Business Value Streams.

Skills and Mindsets

Individual skills

- Passionate about your craft, delivering at the top of your game and learning everyday
- Strong communication and collaboration skills, able to challenge respectfully
- Effective stakeholder engagement

Mindset

- Open to new ideas and valuing every voice, with a desire to develop ideas together in a collaborative way
- Ability to create an atmosphere of trust, inclusion, curiosity and continuous learning
- Willing to learn and work outside of your area of expertise where required

Key Responsibilities

Set your compass on customers

- Responsible for the achievement of squad goals and the delivery of quality outputs
- Build to learn with a 'small, simple, now' approach, gathering real time feedback from customers and stakeholders to enhance products and solve problems
- Develop working products that meet the 'definition of done'
- Collaborate with Value Owners and your squad to resolve impediments
- Participate in squad and Practice events and assist in defining work practices, standards and frameworks that enable quality outputs

Teamwork - Make people awesome

- Foster a growth mindset, encouraging your squad-mates to embrace challenges, persist through setbacks and treat every experience as an opportunity to learn
- Muck-in to assist the squad in whatever way is required
- Share learnings and support the upskilling of others
- Support in establishing standards

