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| **Title** | **Junior Software Engineer** |
| **Band** | **Individual Contributor – Professional** |
| **Grade** | **P1 – Entry** |
| Job Family | Engineering |
| Reporting To |  |
| Location | Hastings |
| Date Written/Revised | Aug/2024 |
| **Benchmark Job (For HR Use)** |  |

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| **Position Objective** |
| This is an exciting role for a Junior Software Engineer who has some experience (perhaps gained whilst studying at university) to develop and grow their career in a new and challenging environment. This role will involve working across the full development lifecycle on existing and new programmes applying the latest generation of technologies.  While primarily working on defense products and contracts, candidates with domain experience in adjacent areas are encouraged to apply for this role. Working within a team environment the candidate will be able to use their technical knowledge, decision making and interpersonal skills to achieve the project goals.  General Dynamics Mission Systems UK (GDMS-UK) is a world-leader in the integration of cutting-edge defence and security systems, delivering decisive advantage to military, government and civil customers worldwide. Our employee culture is one that thrives on innovation, embraces teamwork and possesses a strong will to succeed. The pioneering technologies and the quality of our people give us our competitive edge. |

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| **Generic Level Description** | |
| General Accountabilities | Learns job/role requirements; begins to apply academic knowledge to job/role accountabilities |
| Supervision Required or Provided to Others | Works under close supervision, and requires significant direction on how assignments are to be executed |
| Complexity | Works on problems of limited scope. Follows standard practices and procedures in analyzing situations or data from which answers can be readily obtained. |
| Knowledge and Technical Expertise | Learns to apply company policies and procedures to resolve routine issues. Able to apply basic knowledge/skills to own work. Develops skills in basic theories, practices and procedures in one skill area through formal training. |
| Problem Solving | Uses existing, clearly defined procedures to solve routine problems; applies limited judgment and discretion |
| Planning & Organizing | Organizes own time to deliver against tasks set by others, with a short term horizon |
| Project Management Accountabilities | Carries out assignments within well-defined practices, procedures and approaches |
| Decision Making and Autonomy | Limited decision-making authority and autonomy; predominantly takes direction from others |
| Client/Business Orientation | Is introduced to the basic needs of the internal and external client and responds to standard requests. Understands relationship between work processes and the business but horizons limited to own team. Is aware of costs related to own work. |
| Communication, Negotiation and Influencing | Asks questions, checks for understanding, provides explanation clearly and precisely. |
| Leadership Requirements | Establishes co-operative relationships to work effectively with colleagues; supports others and participates as a team member, carrying out duties as directed |
| Key Contacts | Deals directly with immediate supervisor, co-workers and team members; engages in routine exchanges of information; interactions with external contacts, if applicable, would be monitored |
| Physical Effort | Little chance of injury. Duties may involve sitting, standing, keyboarding with frequent flexible breaks. |
| Working Conditions | Standard Office Environment. May be required to travel and/or have overnight trips. Hours worked may exceed regular schedule. |

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| **Discipline Description** | |
| Responsibilities Include | The successful candidate will pro-actively contribute to product development and advancing the skills and capabilities of GDMS-UK engineering. The role involves a range of activities, including:   * Software development and verification, targeting latest generation Intel and PowerPC processors * Participate in internal and external software design reviews throughout the development life-cycle |

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| **Knowledge, Skills & Abilities** | |
| Required Skills & Abilities | The candidate should be able to demonstrate engineering and domain experience in one or more of the aspects listed below:   * A good working knowledge of at least programming language (C, C++, Ada, Java, Python, etc.) * Experience of software design for simple functions, perhaps gained as part of a coursework project * Knowledge of different Software development methodologies and their strengths & weaknesses * Understand verification methods/ techniques and when to apply them to build confidence that the software is robust and achieves the allocated requirements * Understand the benefits of continuous integration / DevOps pipelines * An understanding of requirements capture, work package definition and effort estimation |

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| **Education & Experience** | |
| Required Education & Experience | Candidates should be able to demonstrate:   * A good understanding of the challenges associated with software development * High levels of motivation, integrity and professionalism * Flexibility, innovation and commitment to delivery   The successful candidate will need to hold, or be able to obtain, UK Security Clearance (SC).  Professional registration as an Incorporated Engineer (IEng or equivalent) is desirable, but not essential. GDMS-UK actively support employees in attaining professional registration status. |