

## Position Description

Title: Senior Software Engineer			
Reports to:	Software Development Manager	Direct Reports:	Nil
		Indirect Reports:	Nil
Location:	Christchurch	Date:	Feb 2021

Airways International Limited (AIL) is an aviation product and service provider that has been set up by Airways New Zealand as an autonomous business unit to provide innovative and effective solutions to air navigation service providers and the wider aviation industry.

### Purpose of the position

The purpose of the role is to improve and develop robust software products that support our aviation customers. This role would suit a developer who enjoys different technologies, working in a team, and leading other developers. You'll understand that product development includes minimum viable product (MVP), feedback cycles, and you'll be a key team member when shaping functionality and releases.

The role is responsible for:

- Providing technical leadership to other team members and being the technical expert on products
- Working across a variety of different software products
- Understanding customer requirements
- Leading design, architecture and coding of new software features
- Investigating, troubleshooting and resolving software issues
- Ensuring quality of solutions through reviews and testing
- Providing estimates of development effort required and being part of the team to deliver to those estimates on time
- Driving continual improvement of architecture, design and development processes
- Supporting product managers by shaping functional solutions

### General

Your general duties include those outlined in this position description and may be reviewed and updated from time to time in consultation with you. You will also be required to undertake any other duties that are within your ability to perform, if asked to do so.

Key Areas Of Accountability	
Software Development	<ul style="list-style-type: none"> <li>Analyse and understand customer/product requirements.</li> <li>Lead the design, architecture and development of software based on best practice standards, patterns and methodologies.</li> <li>Write appropriate automated tests.</li> <li>Work on software projects to ensure they meet the expectations of delivery, quality, time and cost.</li> <li>Estimate and schedule activities and report on the progress of these activities.</li> <li>Review team members' work and provide appropriate feedback.</li> <li>Accepts and implements feedback on own work.</li> </ul>
Product Development	<ul style="list-style-type: none"> <li>Assist the development of AIL software to meet customer requirements.</li> <li>The product set currently includes: Total Control (ATC Simulator), FlightYield (Revenue Management), SureSelect (Selection Services), and AirShare (drone management system) - further products may be developed in the future.</li> <li>Support experiments / proof of concepts and minimum viable product (MVP) feedback cycles.</li> <li>Support product managers by providing technical solution options for features.</li> </ul>
Leadership	<ul style="list-style-type: none"> <li>To provide training, coaching and mentoring to other members of the development team.</li> <li>To provide leadership and organisation to ensure the team meets its commitments.</li> <li>To lead by example with agile practices.</li> </ul>
Relationships	<ul style="list-style-type: none"> <li>Work with key stakeholders and customers to understand requirements and demonstrate functionality.</li> <li>Provide relevant updates to stakeholders on development status and issues.</li> </ul>
Quality Control	<ul style="list-style-type: none"> <li>Comply with AIL development principles, processes and quality standards.</li> <li>Do not introduce any critical problems into the system.</li> <li>Ensure that all processes and procedures are documented in the appropriate place.</li> </ul>
Learning and Development	<ul style="list-style-type: none"> <li>Keep up to date with technology advances and make recommendations for software enhancements and process improvements.</li> <li>Monitor own performance and seek development opportunities.</li> </ul>
Health & Safety	<ul style="list-style-type: none"> <li>Responsible for proactively demonstrating Airways Safety value - it's at the heart of everything we do.</li> <li>Responsible for operating role in a safe manner and striving for continuous improvement in health &amp; safety throughout the business.</li> <li>Responsible for ensuring Airways security is maintained at all times.</li> <li>Accountable for proactively raising health or safety issues in line with Airways safety management systems and participating in position related health &amp; safety training.</li> </ul>
Travel Requirement	<ul style="list-style-type: none"> <li>Work may occasionally be required in other locations within NZ/internationally to perform the duties of the role.</li> </ul>
Delegations	<ul style="list-style-type: none"> <li>Nil</li> </ul>

Key Relationships/Customers:	
Internal	Nature of the Relationship
Head of Products (Digital)	Key stakeholders
Software Development Manager	Manager, reports to
Software Development Team	Work collaboratively with to deliver user stories and projects
Product Management Team	Work collaboratively with
Product Architect	Work collaboratively with
External	Nature of the Relationship
Partners	Works collaboratively with partners to deliver high quality solutions
Customers	Engage and support to provide high quality service

Formal Qualifications/Training/Experience		
	Required	Desirable
Demonstrated expertise in object oriented software design	✓	
Demonstrated expertise in a modern object orientated language – Ideally C# or perhaps Java or JavaScript	✓	
Experience working in an agile team (Scrum or similar)	✓	
Experience mentoring developers and organising tasks	✓	
Experience in software testing (manual testing, unit testing, automated UI testing)	✓	
Requirement and design documentation skills	✓	
Cloud development experience (Azure, Docker containers)	✓	
Experience with 3D graphics software		✓
Tertiary qualification in computer science or similar		✓
Database (SQL Server, Oracle, MongoDB) experience		✓
Mobile application development experience		✓

Key Competencies/Skills/Knowledge		
	Required	Desirable
<p><b>Planned &amp; Organised</b> - Develops realistic plans to ensure deadlines are met; ensures all resources available to implement the plan; continually reprioritises as new work comes in, based on criteria and information from the customer; works on a number of jobs simultaneously without compromising quality.</p>	✓	
<p><b>Problem Solving</b> - Seeks out the data required; identifies discrepancies in data and is meticulous in generating hypotheses that incorporate all the symptoms; is tenacious when faced with difficult problems maintaining a systematic and logical approach; appreciates there are always a number of solutions to problems and thinks laterally to identify these.</p>	✓	
<p><b>Communication</b> - Communicates openly and honestly, explaining reasons in a prompt and timely way that people understand and find relevant to their position; is clear and concise, seeking to be understood; anticipates needs of audience and adapts style and communication methods using face to face for difficult issues; listens and seeks to understand others points of view, understands body language; is relentless on what is important, demonstrating enthusiasm and conviction.</p>	✓	
<p><b>Quality Focused</b> - Thoroughly checks own work against standards, designs or specifications; tests in detail all functionality before releasing systems; uses knowledge of the whole system to test all potential impacts and to verify final outcome; designs or uses tests which check changes made.</p>	✓	
<p><b>Customer &amp; Partnership Focused</b> - Builds long-term, strategic and sustainable relationships with customers/partners; understands the customer's business and requirements; manages expectations and builds respect; measures performance against customer targets; delivers on promises to customers and personally commits to resolving customer issues; inspires a customer-centric approach across ALL.</p>	✓	
<p><b>Our Values:</b> Demonstrates the Airway's Values consistently and naturally, showing a personal commitment to value Safety, Each Other, Excellence and Success; consistently exhibits behaviours that inspire commitment to these values.</p>	✓	