

Appendix 1

Position Description

Title: Intermediate Software Engineer			
Reports to:	Software Development Manager	Direct Reports:	Nil
		Indirect Reports:	Nil
Location:	Christchurch	Date:	August 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

Work across Airways International Ltd’s diverse software products. The initial focus will be Total Control, a solution for Air Traffic Control Simulation used in New Zealand and overseas; and other products as agreed.

As an Intermediate Software Engineer, you will work with other team members to consistently deliver quality software across the full development stack.

You would be responsible for:

- Understanding customer requirements
- Designing and coding of new software features
- Investigating, troubleshooting and resolving software issues
- Ensuring quality of solutions through reviews and testing
- Contributing to continual improvement of architecture, design and development processes
- Providing estimates of development effort required and being part of the team to deliver those estimates on time

To be successful in this role you will need:

- Experience in commercial software development (3+ years)
- Experience in C# (.Net)
- Demonstrable experience in software design
- Experience working in an agile team (Scrum or similar)
- Experience in writing automated software tests (unit testing, automated UI testing)
- Requirement and design documentation skills

Experience in the following would be a bonus:

- Windows Presentation Framework (WPF)
- OpenGL
- Geospatial mapping
- C++

Airways International Ltd

- DevOps

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"> Analyse and understand customer/product requirements. Design and development of quality software based on best practice standards, patterns and methodologies. Write appropriate automated tests. Work on software projects to support meeting the expectations of delivery, quality, time and cost. Estimate and schedule activities and report on the progress of these activities. Review team members' work and provide appropriate feedback. Accepts and implements feedback on own work. To provide training and share expertise with other members of the development team. Maintain excellent relationships with the wider team
Product Development	<ul style="list-style-type: none"> Assist the development of AIL software to meet customer requirements. 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. Support experiments / proof of concepts and minimum viable product (MVP) feedback cycles. Support product managers by providing technical solution options for features.
Quality Control	<ul style="list-style-type: none"> Comply with AIL development principles, processes and quality standards. Do not introduce any critical problems into the system. Ensure that all processes and procedures are documented in the appropriate place.
Learning and Development	<ul style="list-style-type: none"> Keep up to date with technology advances. Monitor own performance and seek development opportunities. Show eagerness to learn from senior developers and team members and implement such learnings.
Health & Safety	<ul style="list-style-type: none"> Responsible for proactively demonstrating Airways Safety value - it's at the heart of everything we do. Responsible for operating role in a safe manner and striving for continuous improvement in health & safety throughout the business. Responsible for ensuring Airways security is maintained at all times. Accountable for proactively raising health or safety issues in line with Airways safety management systems and participating in position related health & safety training.
Travel Requirement	<ul style="list-style-type: none"> Work may occasionally be required in other locations within NZ/internationally to perform the duties of the role.
Delegations	<ul style="list-style-type: none"> Nil

Key Relationships/Customers:	
Internal	Nature of the Relationship
Head of Products (Digital)	Key stakeholder
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
Experience in object oriented software design	✓	
Experience in C#	✓	
Experience working in an agile team (Scrum or similar)	✓	
Experience in software testing (manual testing, unit testing)	✓	
Requirement and design documentation skills	✓	
Experience in WPF		✓
Experience in automated UI testing		✓
Experience in OpenGL		✓
Tertiary qualification in computer science or similar		✓
Experience in Cloud development/DevOps		✓

Key Competencies/Skills/Knowledge		
	Required	Desirable
<p>Planned & Organised - Develops realistic plans to ensure deadlines are met; ensures resources are available to implement the plan; 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>Problem Solving - Seeks out the data required; identifies discrepancies in data and generates 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>Communication - 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; listens and seeks to understand others points of view, understands body language; focusses on what is important, demonstrating enthusiasm and conviction.</p>	✓	
<p>Quality Focused - 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>Our Values: Demonstrates the AIL Values consistently and naturally, showing a personal commitment to values Safety, Each Other, Excellence and Success; consistently exhibits behaviours that inspire commitment to these values.</p>	✓	