Position Description
Software Engineer – Test & Support Applications

Position Summary

Incumbent:	
Group:	Global Engineering
Job location:	Christchurch
Reporting to:	Software Team Leader
Indirect Reporting to:	Technical Support Team Leader
Level of authority:	In-line with delegation of authority policy
Effective date:	January 2018

Purpose of Role

- To develop and maintain software applications supporting:
  i. Product developments
  ii. Automation within manufacturing and test areas including data analysis and display
  iii. End-users in the selection and commissioning of AuCom products.
- To provide technical support of the processes and applications throughout a products lifecycle.
- Leadership of assigned technical projects.

Qualifications/Technical Skills

- An appropriate tertiary qualification e.g. computer science, mechatronics, electronics engineering or similar, with a focus on software development.
- Minimum 2 years' experience in a commercial software development environment.
- A good working knowledge of C, C++, C#, SQL Server, Python, Jython, WinForms, automated test methods, and hardware interfaces.
- A basic knowledge of electronics theory and manufacturing processes.
- Exposure to/interest in small embedded systems development would be beneficial.
- The ability to communicate clearly, and understand/document requirements etc.

Key Relationships

- Internal: Within own team and wider business
- External: Key Suppliers, Key Customers and distributors

Key Responsibilities & KPIs

Key responsibilities	Critical factors or KPIs
1. Develop and enhance software applications that support: • Product development • Manufacturing • End users	• Within Engineering and Operations projects develop software applications to support project outcomes. • Manage changes to test and support applications. • Interfacing test fixtures with back office support (SQL server). • Assist manufacturing as required, by supporting diagnosis and repair of production test processes. • Help minimise time-to-market and improve product reliability. Example: automating code build processes. • Develop reliable and "user friendly" customer support applications.
2. Technical problem solving	• Applications across MS Windows platforms and security updates maintained to ensure continuous operation. • Provide guidance and leadership on technical issues related to present and future application development, maintenance and deployment. • Development environments maintained in a current state. • Production test problems are resolved in a timely manner. • Assist with feasibility studies of proposed projects, and identifying gaps in resourcing and/or capability.
3. Technical documentation	• Compliant with AuCom's document management policy. • Designed to a level appropriate to project risk and complexity. • Project/Specific Job requirements and agreed deliverables are documented including: scope of works, detailed workings and results are accessible for future reference. • Testing is well defined, efficient, and the results are clear.
4. Maintaining key relations / behavioural management	• Builds strong relationships within/between departments ensuring business imperatives can be achieved. • Is an integral member of the Global Engineering Team, fostering an integrated and cooperative approach.
5. Building organisational capabilities	• Collaborates in project teams, to achieve specified results and goals. • Shares knowledge with colleagues without reservation. • Continues own development, to keep up to date with current technologies and common practices to meet changing needs of organization.

Key responsibilities	Critical factors or KPIs
6. Proactive leadership of Quality & Environment Safety & Health (MESH) policies & practices	• Demonstrate alignment with company policies and procedures. • Responsible for ensuring own-self and others work safely and accurately to the Quality and MESH policies and procedures at all times. • Accurate and timely reporting of all incidents (hazards, injuries, near misses & discomfort). Actively supports investigations and area audits.
7. Other duties	• Carries out any additional duties and responsibilities as may be reasonably required to meet the demands of efficient company functioning.

Competency Profile

1. Communication

Competency	Description
Listening	Understands and learns from what others say.
Reading Comprehension	Grasps the meaning of information written in English, and applies it to work situations.
Speaking	Conveys ideas and facts orally using language the audience will best understand.
Writing	Conveys ideas and facts in writing using language the reader will best understand.

2. Occupational

Competency	Description
Technical knowledge	Skilfully uses technical knowledge/abilities to achieve tasks. Ensures technical knowledge is current, understands process systems.
Commercial orientation	Behaviours and performance align to business strategy. Actively pursues individual and team objectives. Understands commercial reality.
Customer orientation	Ensures customer requirements are met, by understanding what problem they are trying to solve.

RIGHT FROM
THE START

3. Personal Effectiveness

Competency	Description
Drive for excellence	Shows enthusiasm, commitment and the capacity for sustained concentration; maintains quality of output. Enhances the organisation's reputation; sets high standards of performance for self and others.
Integrity and Trust	Maintains high ethical standards. Treats others fairly. Maintains trust and loyalty of all stakeholders.
Lives the AuCom brand 'It's Personal' and values 'PAVING'	• Passion • Agility • Valuing People • Innovation • Growth

Interaction with Others

Competency	Description
Organisational ability	Achieves required outcomes through formal and informal channels; optimises resources (personnel and physical) and manages multiple activities.
Coaching and Training	Has the ability to interpret needs and impart knowledge, skills and abilities to others via both informal (one-on-one development & education) and formal (structured) training.
Influence	Influences attitudes and opinions, and gains agreement to proposals, plans and ideas; skilful negotiator.
Leadership and Teamwork	Influences organisational values, and individual and group goals, by cooperating, supporting and showing others how things can be different and better.

Employee's name	**Employee's signature**	**Date**

Manager's name *For and on behalf of the employer*	**Manager's signature**	**Date**

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