SNUG Health

Position Description

Job Title:	Software Engineer - Consumer Applications
Tenure:	Full Time (with a 6 month probation period)
Reports to:	Team Leader – Consumer Applications

A. Summary of the broad purposes of the position

This role is that of a software engineer within the team at Snug Health. It involves:
- Developing and delivering features as determined by the relevant product roadmaps and project requirements.
- Working together with other software engineers to provide support and assistance to the team as they deliver features for our customers.
- Working to improve skills and keep existing skills up to date
- Working within the broader structure of Snug Health to assist the company in achieving its stated aims.

B. Snug Health Mission and Values

Snug's mission is to improve the health of our customers by connecting each individual to all of their health information.

Snug Health's values can be summarised as follows:
- We value our staff, their commitment and evolving expertise in their chosen area and healthcare in general.
- We want our staff to be trustworthy, be kind, dress casual, work smart
- We will contribute to a significant improvement to acute care, community health and personal wellness
- We believe in saying no to some opportunities so that we can focus on the few that are truly important and meaningful to us

C. How we Function

Snug's day to day work is driven by its vision, mission and resultant product strategy. Our process involves ensuring that our products have a roadmap, and that the roadmaps for each product are visible, agreed upon and drive the contributions of each team within Snug Health.

Each team is then responsible for designing, building, documenting and delivering those features to our customers, supported by our business and infrastructure teams to do their work effectively.

Our software development process is based on the SCRUM methodology, with teams performing regular (usually two week) sprints, each of which has the following regular rhythms:
- Sprint planning, where the product and project backlog is prioritised and estimated.

- Stand-ups (usually daily), where the team communicates status and communicates any blockers preventing them from completing their work.
- Sprint reviews, where the team communicates the work completed during the previous sprint iteration.

D. Reporting / Working Relationships / Autonomy

This position will report directly to the Team Leader in charge of Consumer Apps. This position will have a close working relationship with other members of the Consumer applications team, as well as the broader development and technical team within the company.

This position involves a 6 month probation period, where performance will be monitored to ensure that the candidate is suitable for the position. A formal review process will be performed at the end of this 6 month period to ensure that:
- The person is performing the duties of the position as expected
- The person is a good fit for the team and Healthcare Software in general
- The person is meeting the specific requirements of this job description.

This review will be performed by the person's immediate supervisor and the Chief Technical Officer. This person can expect to receive formal and informal feedback throughout the initial 6 month period from their immediate supervisor.

E. Key Duties and Responsibilities

The key duties and responsibilities of the position are as follows:

1. **Software Development**
   a. Deliver features, fix bugs, and develop enhancements to Snug Health's existing product portfolio, in particular our consumer facing applications. These applications are web and mobile applications with equivalent APIs.
   b. Contribute to delivering our products to development/test/production environments as required and authorised to do so by their immediate supervisor.
   c. Ensure that their contributions are of sufficient quality to be included in Snug' production applications by following testing guidelines and testing contributions as needed.
   d. Review colleague's contributions to products as needed within the team as well as throughout the technical team.
   e. To ensure that their contributions are followed through to completion, by fixing problems identified in their contributions, and ensuring that their contributions are reviewed by others in the team.
   f. Document contributions delivered to ensure that knowledge transfer is completed as per directions of immediate supervisor.

2. **Personal Development**
   a. Investigate and use new technologies where relevant
   b. Contribute to knowledge transfer within the team by assisting others in learning new technologies and applying them.
   c. Investigate opportunities for training that will contribute to Snug's stated aims as well as improve the person's capabilities to perform the duties in this position description.

3. **Process Improvement**
   a. Contribute to improving the delivery process of our products through automating our processes, particularly our deployment and delivery processes.
   b. Contribute to process improvement within the team and organisation in general, through giving feedback on our current development processes

4. **Other duties**
   a. Any other duties as required from time to time

PERSON SPECIFICATION

F. Competencies, Skills and Attributes

Essential Experience and Skills
- Demonstrated experience in delivering software projects
- Good social skills and demonstrated ability or willingness to work effectively with other members of a professional team.
- A professional work ethic, with ability to perform personal organisation and work without direct supervision.

Desirable Experience and Skills
- Bachelor of Computing or equivalent Bachelor's degree from an accredited academic institution.
- Experience in any of Healthcare Software's core technologies or related technologies:
  - .NET Framework, in particular, ASP.NET WebAPI in C#
  - SQL Server
  - Azure technologies, including:
    - Azure App Services
    - Azure SQL Database
    - Azure Service Bus
    - Azure Cosmos DB
    - Azure Bot Framework
  - Javascript
  - React
  - React Native
  - Git

Personal Skills and Attributes
- A commitment to professional standards and ability to follow relevant regulatory requirements
- A strong desire to learn and improve technical, leadership and interpersonal skills
- Commitment to sound personal and professional ethics
- Appropriate communication skills and ability/willingness to work effectively with a range of people
- Ability to work with increasing levels of autonomy while being accountable for actions and outcomes
- Ability, and demonstrated experience, in working positively in a team environment
- Ability to take initiative

G. Specific Requirements

The appointee will satisfy the following conditions:
- Understand and contribute to the goals and values of Healthcare Software
- Be prepared to participate in an annual performance review by their direct supervisor
- Identify and attend relevant training, conferences and seminars
- Follow Work Health & Safety policies and guidelines at all times
- Be willing to undertake a police check if required.