

# Hello.

## We are Eagle Eye.

The Software Engineer

Location: Guildford

Reports to: The Head of Software Engineering

Date: January 2020

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## About the role.

Responsible for the assessment, planning, design and implementation solutions for Eagle Eye's SaaS platforms. Contributing to new feature innovations and improving the scalability, performance and usability of existing systems bringing a mindset of continual improvement towards the working practices of the Software Engineering department. Using a blend of industry standard and cutting-edge tools and techniques to ensure solutions are extendable, maintainable, testable and secure whilst meeting the specifications and functional requirements of the business.

### TYPICAL DUTIES INCLUDE

- Being an advocate for the attitudes, skills, principles and behaviours as per the Career Progression Framework, according to your level (Junior, Mid, Senior)
- According to your speciality (Back-end, Front-end, Data or Mobile), strive for excellence in the Eagle Eye Technology stack (PHP, RESTful APIs, MVC Frameworks, JavaScript, VueJS, HTML5/CSS3, Elastic Search, MySQL, Java, Android, Kotlin, Objective-C, Swift Linux, Web Application Security, GIT, Docker, Behat, GCP)
- Being empowered to make decisions around solution design and implementation, always questioning assumptions and communicating with stakeholders
- Working alongside the QA, Product, Architecture, Tech-Ops and Project Delivery teams to deliver technically sound solutions to business requirements, on time and within budget
- Writing well designed, testable, efficient code using the software development standards and practices endorsed by the department

- Sharing responsibility for the platform-wide security, performance, scalability and usability of Eagle Eye's SaaS systems
- Giving guidance where applicable and graciously receiving feedback from others
- Taking pride in ownership of delivering to commitments and obligations, both individually and as a team
- Gathering and refining specifications and requirements based on technical needs
- Consulting on the technical feasibility of and complexity estimates of business requirements
- Being guided by an 'Agile' mindset of respect, collaboration, improvement and learning cycles, delivering value, and adapting to change

# About you.

## YOU HAVE

- **Junior:**
  - Up to 2 years commercial experience at the Junior Software Engineer level using the Eagle Eye technology stackOR
  - Strong evidence of interest and ability from a university degree education and/or a competency demonstrated through personal projects
- **Mid:**
  - At least 2 years commercial experience in a Software Engineering capacity using the Eagle Eye technology stack where evidence of competency can be provided to meet the requirements of a Mid-Level SW Engineer in the Eagle Eye Career Progression Framework
- **Senior:**
  - At least 5 years commercial experience in a Software Engineering capacity using the Eagle Eye technology stack where evidence of competency can be provided to meet the requirements of a Senior-Level Software Engineer in the Eagle Eye Career Progression Framework

## YOU ARE

- Willing to approach your work with an Agile Mindset
- An active member of a team: discussing, collaborating, engaging, seeking solutions when under pressure, without finding others to blame
- Full of fresh ideas, enthusiasm and creativity to bring to the department
- Open to other people's ideas and able to judge when to assert own opinion
- Ambitious, direct and passionate about continual growth, both personally and professionally
- An excellent communicator, open to guidance from others while asserting own views as appropriate
- Able to deal decisively with ambiguity, justifying decisions based on the known variables and the needs of the business
- Passionate about sharing their knowledge and experience with others

# About us.

We are a business run by the ex-deputy CEO of Tesco and our founder still plays a huge part in our business. We are expanding rapidly and going global, with offices now in the UK, Canada and Australia, meaning there are plenty of opportunities for progression.

We love being social and get together for beers (or soft drinks!) and snacks every Friday, as well as an annual company summer event and location-specific Christmas parties.

We have cool tech. We've recently moved to Google Cloud and we are helping our people become Google Certified. We have some huge clients such as John Lewis & Partners, Asda, Greggs, Loblaws, JD Sports and Tesco.

We also like to give back, so we support local and larger charities through various events organised by our charity committee. We foster an environment promoting good mental health and now have qualified Mental Health First Aiders within the business. We create an environment in which people are empowered to create their own solutions, challenge existing methods and make their own decisions.

## We look forward to hearing from you!

**Eagle Eye Solutions Ltd.**

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