

C# DEVELOPER Job Description

Purpose of Position:

To produce microservices and web pages written in Microsoft C# and Angular that comply with the designs of the solution architect, ensuring that the code is well commented and documented. This must be done in accordance with agreed project timeframes.

The C# Developer focuses on developing backend microservices written in C#, however they are expected to be able to work across our full stack. They will also be expected to configure Linux based AWS infrastructure in preparation to run the microservices.

Functional Relationships:

Reports to:	Software Development Manager
Reporting staff:	None
Liaise with:	Development Managers, Business Analysts. All other Hills staff, including, IT, Operations, Commercial, Finance, HR. Clients, Suppliers and Contractors. Key Stakeholders
In absence of incumbent:	Solution Architect C# Team Lead
Financial Authorities:	None

About Hill Laboratories:

We are recognised by our Clients as being a leading provider of commercial analytical services to a wide variety of Clients and Industries within the domestic and international markets, and we continuously strive to use the latest technologies available to supply the most accurate and reliable results.

Our Vision:

We are a lab of choice because we are reliable, trusted and respected. We are the recognised experts in our field and we make it easy for our Customers to work with us.

Our Values (PIHA):

People are valued and we enjoy our work
Innovation and Agility
Honesty and Integrity
Accountability and Discipline

Our Reason for Being

We make a difference for our customers by helping them increase their productivity, ensure safety, minimise environmental impact, meet regulatory requirements and support their communities' well-being

Accountability	Deliverables / Outcomes
Operational	<ul style="list-style-type: none"> • Work as a T-shaped developer. • Take responsibility for code running in production. • Actively share your code with the team ensuring others know how to support it. • Actively participate in Integration testing sessions. • Implement and debug systems and/or services • Constructive participation in the troubleshooting of production services – ‘owning it’ if in area of expertise. • Ensure that code designs conform to the prescribed architecture and is implementation is fully documented. • Build clean, readable, understandable and maintainable systems • Work alongside business analysts to devise innovative solutions that work within our architectural guidelines and fulfil the acceptance criteria. • Write effective tests that help solidify design and provide confidence to ship to production • Take a pragmatic approach to development constantly asking if refactoring offer a Return On Investment (ROI). • Work within and actively contribute to the agile team. • Raise concerns proactively e.g. when work could potentially not be completed in the estimated timeframe. • To work with honesty and integrity whilst taking ownership of tasks and ensuring these are delivered within the agreed timeframes and to the highest possible standard. • Take a proactive approach to seeking assistance when in doubt. • Undertaking other duties as required to ensure the safety and continuity of service delivery to the business, as identified by the Software Development Manager and/or Team Lead.
Personal Development	<ul style="list-style-type: none"> • Actively participate in regular performance reviews with line manager. • Actively participate in the assessment and implementation of work related learning and development requirements. • Keep up-to-date with development practices. • Meet training requirements of the role. • Strive to meet the KPIs set by the management team.
Health and Safety	<ul style="list-style-type: none"> • Take responsibility for personal compliance with Health and Safety Legislation, Regulations, Policies and Procedures, and ensure the safety and wellbeing of those within the work environment (including external contractors, visitors and volunteers).
Continuous Improvement	<ul style="list-style-type: none"> • Identify where improvements to architecture/code quality, processes or work practise can be made and raise with management. • In consultation with management plan and implement improvements to improve efficiency and the overall ROI for the department.
Quality Management and Broader Organisational Goals	<ul style="list-style-type: none"> • Follow ISO 17025 laboratory accreditation principles. • Understand and adhere to Hill Laboratories quality systems and processes as they relate to this role.

Educational and Experience required:

1. A numerate degree would be very advantageous.
2. Solid understanding of how to create microservices using C# and the Entity Framework.
3. Experience in data modelling, software patterns, application architecture/design and API design.
4. Proven experience working with a complex, integrated multi-platform environment.
5. Understand RESTful principles and be able to implement web services that are capable of functioning at scale.
6. Proven experience working with a complex, integrated multi-platform environment utilising C# microservices.
7. A solid understanding of both unit testing and acceptance testing under C#.
8. Great SQL skills with significant exposure to MySQL or similar.
9. Has worked in an agile team and understands the benefits of agile software development.
10. Experience with JavaScript, HTML and CSS.
11. Exposure to source control systems such as Git.
12. You are passionate, energetic, personable and committed to your career. We're looking for people that will do what it takes to get the job done.
13. Familiarity with Linux and Microsoft Windows operating system platforms.
14. Good communication skills and interpersonal skills.
15. Exposure to AWS services such as EC2, API Gateway and Elastic Load balancer.
16. Take ownership for work undertaken.
17. Understand that code is an investment and as such it needs to have a ROI.

Key Performance Measures:

1. Work is completed in agreed time frames and to accepted Quality and Health & Safety standards.
2. Performs consistently with respect to peers.
3. Work within the sprint to ensure that the sprint is completed.
4. Agreed sprint goals are met.
5. Personal Development goals are met.
6. Practice company values and expected behaviours.

Behavioural competencies required:

1. **Is a role model of positive behaviours and values** – lives the values of Hill Laboratories, leading others by example. Will 'roll their sleeves up' and help teams out when needed. Has a positive influence on the culture of the staff they lead, and on the organisation as a whole.
2. **Honesty and Integrity** – while this is a value of the organisation, this role requires particular diligence for the incumbent, their staff and as a watchdog generally.
3. **Process orientation with an attention to detail** – has a natural inclination to develop and document processes for work being undertaken. Has a good attention to detail.
4. **Communication** – is an effective communicator with staff, peers, and those in more senior roles in the organisation (including Directors). Is able to convey both positive and negative feedback in a constructive manner. Recognises areas in which communication is required, and is proactive in addressing these communication needs.
5. **Reliably delivers on results** – has the time management and organisational ability to ensure that agreed outcomes are delivered in an orderly and reliable way. Has a personal aspiration to meet and exceed the targets set for them. Deals well with problems, finding solutions while not allowing stress or pressure to affect behaviours.

- 6. Quality focus** – is determined to deliver outcomes that are of consistently high quality. Approaches quality issues in an objective manner, finding solutions that will deal with issues in the long term.
- 7. Improvement focus** – is proactive in finding solutions to problems, and ways to improve processes that will increase efficiency or improve outcomes for staff and customers.

Signed

Approved by:

(line manager name)

Position:

Signature:

Date:

Agreed To By:

(employee name)

Signature

Date:

<End>