JOB DESCRIPTION	
DATE:	March 2024
POSITION:	Senior Software Engineer
BUSINESS UNIT:	IS
LOCATION:	North-West
REPORTING TO:	Software Development Manager
RESPONSIBLE FOR (PEOPLE):	N/A

OVERALL ROLE OBJECTIVE:

This is a senior technical role within the IS-Software Development Team. This person appointed will have a high degree of technical competency in one core development language used in Almac. They will have a proven track record for delivering on time and to a high quality. They will be responsible for the design and development of developed solutions within Almac ensuring that the technical design of delivered solutions matches the defined software architecture and also ensuring the functional requirements in terms of usability, efficiency, reliability, availability, security and scalability are met with minimal supervision. They will embrace new technologies and be required to share knowledge and provide any guidance required to other team members. On occasion the appointed person will be required to interact with Almac's customers therefore will be comfortable and confident when doing so. They will also demonstrate an understanding of the importance of continuous improvement, be it technology, process or communication, and contribute regularly to the various IS Initiatives in this area.

JOB SPECIFIC RESPONSIBILITIES:

The post holder will:

1. Provide a technical resource on software development projects and has a good understanding of the "context" and the "technology" of the project assigned, and can demonstrate the project scope to others

2. Design and deliver solutions in accordance with the defined Technical Architecture

3. Responsible for the production of estimates for work ensuring all work is consistently delivered on time and to a high degree of quality

4. Consistently deliver to high standards of accuracy, thoroughness and correctness in all assigned work

5. Provide documentation for all appropriate levels of the software development life cycle

6. Share knowledge and provide guidance to peers and other members of the team

7. Produce and Review designs and software developed within team to ensure it is in accordance with the defined Technical Architecture

8. Liaise with infrastructure and data support services ensuring network, security and database integrity for all software systems developed by Software Development

9. Ensure delivered solutions are able to scale to the agreed user concurrency and maintain high availability

10. Provide technical expertise, flexibility and create approach in the diagnosis and resolution of issues, including the determination and provision of workaround solutions

11. Communicate confidently with Almac's Customers on all assigned projects
12. Provides an active role in identifying personal development and training needs and opportunities.

13. Contributes regularly to the various IS Improvement initiatives such as The Architecture Review Board, The Process Improvement Board and the Communications Board

This role requires coverage beyond normal working hours on a regular basis and it is a condition of your employment that you are able to fulfil this requirement of the role.

GENERAL ROLE RESPONSIBILITIES:

Quality	Ensure GMP is adhered to in all areas of work.
Health & Safety	Understand Company's Health & Safety Policy and follow all company HSE procedures. Report all accidents or any unsafe conditions in the work place.
Training and Development	Ensure training has been received before undertaking specific duties and that all training is recorded in training records.
Human Resource Management	Adhere to all HR policies and procedures, to include all absence policies and procedures.
Communication	Communicate within your own department to ensure that all relevant information is forwarded to the appropriate personnel on a regular and timely basis. Provide regular updates to your line manager regarding progress on required duties and the status of any projects.
Equal Opportunities	Observe and adhere to the company's Equal Opportunities and Dignity at Work policies ensuring that a neutral and harmonious work environment is maintained in which bullying and/or harassment does not occur.
Core Competency Framework	Ensure that all job specific responsibilities relating to the overall role objective are carried out in accordance with the requirements outlined within the Almac core competency framework.

By signing this Job Description I accept that I have received and read the Job Description and have accepted the responsibilities identified therein.	
EMPLOYEE'S SIGNATURE:	

PRINT NAME:	
DATE:	

This job description should not be regarded as conclusive or definitive. It is a guideline within which the individual jobholder works. It is not intended to be rigid or inflexible and may alter as the Company's strategic direction changes.

PERSON SPECIFICATION

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	ESSENTIAL REQUIREMENT	DESIRABLE REQUIREMENT	ASSESSMENT METHOD
QUALIFICATIONS	Third level qualification in Computer Science or related subject	N/A	Application Form and Documentary Evidence
EXPERIENCE	Able to demonstrate a high degree of competency and experience in Java (J2SE and J2EE). Experience the delivery of software through a full Software Development Lifecycle (Waterfall or Agile) Experience in SQL92 compliant database design and development. Able to demonstrate a consistent track record for delivering high-quality on-time releases Can demonstrate an ability to coach, support and share information effectively with other team members	Able to demonstrate a degree of competency and experience in Oracle PL/SQL. Experience of JSF, Oracle JDeveloper including ADF, Weblogic Server, Agile Methodologies. Experience in Lightweight Java Frameworks, such as Spring	Application Form and Interview
KEY SKILLS	Has a flexible and creative approach to problem solving Has a flexible and embracing approach to new technologies Has an excellent customer focus	NA	Psychometric Testing and/or Interview

	Ability to understand complex business rules Good written and verbal communication skills Has the ability to proactively identify personal development and training needs Understands the importance of continuous improvement in areas such as technology, communication and process. Good knowledge of GMP rules when applied to IS systems		

ALMAC CORE COMPETENCIES

COMPETENCY	BEHAVIOUR	ASSESSMENT METHOD
RESULTS DELIVERY	Delivers results on time, within constraints and in line with company policy and procedure and organisational strategy. Demonstrates a continuous drive for quality and a commitment to excellence.	Interview
PROACTIVE SOLUTIONS	Analyses and uses experience and logical methods to make sound decisions which solve difficult problems. Seeks practical/workable and innovative methods to deliver solutions.	Interview
LEADS BY EXAMPLE	Promotes a clear vision and mission. Acts as a positive role model for the organisation, fostering a climate of teamwork and development.	Interview
COMMUNICATION	Communicates clearly and effectively. Promotes the exchange of ideas and information across the organisation. Fosters dialogue to ensure everyone understands what is going on.	Interview
CUSTOMER FOCUS	Strives to exceed the expectations and requirements of internal and external customer; acts with customers in mind and values the importance of providing high-quality customer service.	Interview
JOB SPECIFIC KNOWLEDGE	Demonstrates required job knowledge and understanding to successfully and competently fulfill or exceed the requirements of their post. Follows correct procedures and guidelines (SOPs). Proactively demonstrates a desire to enhance and develop their job knowledge.	Interview