



1. Position Identification

Title	Senior Software Engineer – AS/400
Functional Area	IT (Development)
Level	3 B
Functional Designation	Senior Software Engineer – AS/400
Skills Set	IBM AS/400 - RPG ILE, RPG, DB2, CLP, SQL/400, OS/400.
Reports to	Tech Lead – AS/400

2. Position Objective

The software engineer is responsible for detailed design, development, module/unit testing the respective work package and/or module assigned to him by the respective lead/manager, seamless execution of which should lead to deliverables meeting the quality expectations, scope schedule and effort agreed. Software engineer should follow the project lifecycle as agreed with the project manager and follow the tailored process as per guidelines.

3. Competencies Required

The following competencies are required for this position:

Generic Requirements	<ul style="list-style-type: none">• Bachelor’s Degree in Computer Science, or equivalent professional experience. Master’s degree preferred.• 4+ years of experience in the complete software development lifecycle.• 4+ years of experience in RPG/400, RPGIV, CL, DB2, SQL and ILE.• 2+ years of extensive experience in JDA Merchandise management System (MMS)..• Knowledge of SQL, PL/SQL• Knowledge of handling XML and JSON files in RPG would be added advantage.• Extensive experience in source control, unit testing, code verification, documentation.• Experience of Agile methodology will be added advantage.• Sound Experience on JIRA tool is preferable.• continuous integration, and code reviews.• Expertise in enterprise application integration, interfaces and user interface development.• Prior experience in a Retail organization preferred.• Strong understanding of project management methodologies.
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	<ul style="list-style-type: none"> • Strong aptitude to learn and apply new technologies • Excellent interpersonal communication skills, team player and quick learner.
Responsibilities	<ul style="list-style-type: none"> • Evaluate and review new and existing software applications and technologies. • Identify system solutions to support business strategies and objectives. • Work with business users to gather requirements and translate into technical design. • Research, designs, and develop software solutions to meet specifications. • Enhance existing software by analyzing and identifying areas for optimization. • Produce or oversee the production of architectural/design deliverables, project estimations, functional requirements, technical specifications, unit test scripts, system/data flows, project/implementation plans, training materials, etc. • Assist Architects in selecting additional tools and applications to support business needs. • Assist with application maintenance by monitoring and correcting software defects. • Mentor other team members in industry best practices, procedures, and concepts. • Provide on-going support for production applications. • Responsible for other duties as assigned or developed.

4. Organisational Relationship/Authorities

Supervisory Responsibilities	This job has no supervisory responsibilities.
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5. General Responsibilities

<u>Interpersonal Skills</u> - Maintains confidentiality, Remains open to others' ideas and tries new things.
<u>Written Communication</u> - Writes clearly and informatively; Edits work for spelling and grammar; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.
<u>Ethics</u> - Treats people with respect; Keeps commitments; inspires the trust of others; Works with integrity and ethically; Upholds organizational values.
<u>Planning/Organizing</u> - Prioritizes and plans work activities; Uses time efficiently; Plans for additional resources; Sets goals and objectives; Develops realistic action plans.



Professionalism - Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.

Quality - Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve.

Adaptability - Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.

Attendance/Punctuality - Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time.

Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals. Completes tasks on time or notifies appropriate person with an alternate plan.