

Job Specification

Visual Basic for Applications Software Engineer

Responsible to: Head of Software Engineering

Grade of post: Senior / Junior

Salary: To be agreed

Hours of work: 37 hours per week

Work location: Oakley, Bedford

Role Purpose:

You will be required to support development of internal business tools within a leading autonomy and unmanned systems company. Blue Bear continuously innovates within core areas such as UAV autopilots, mission systems, ground control stations, and all supporting systems and infrastructure.

You will be keen to get involved in all development areas, and have a good track history / proven track record in both problem solving and quality software development.

Working as part of a team in a multidisciplinary environment you will have good communication skills. A can-do attitude and a genuine passion for innovative technology will be advantageous.

Work with the team to improve VBA based business tools focusing on resource and finance. Your role will be as a Software Engineer to design, implement and test development. A can-do attitude and a genuine passion for integrated, lean processes and tools will be advantageous.

Key Responsibilities

- Primarily, your role will be to design, implement and test process tools software, ensuring robustness and security considerations are met.
- The opportunity will enable the successful candidate to improve the business process tools of an innovative cutting edge and growing company.
- You will be responsible for delivery, reporting and presentation of technical work and writing and submitting any necessary documentation.

Other Duties and Responsibilities

- To actively participate in Blue Bear's Performance Management Scheme.
- To undertake such other duties and responsibilities as may be reasonably required within the grade and level of the post.
- You will be expected to perform different tasks as necessitated by your evolving role within the company and the overall business objectives of the company. Some travel within the UK may be required.

Equality and Diversity

We are committed to the promotion of equality of opportunity in all of our activities and to encouraging access to our organisation from all groups irrespective of the equality strands. We are working to create an environment in which cultural diversity and individual difference are positively valued in an atmosphere free from harassment and discrimination. We take our legal and moral obligations with respect to equal opportunities seriously and welcome dialogue with individuals on ways in which our equal opportunities policies and practice can be enhanced.

Health and Safety

The organisation together with the assistance of all employees are fully committed to developing a positive safety culture.

We encourage and support employees becoming involved in and participating in health, safety and welfare matters. Our goal is to motivate and empower all employees to work safely and protect their long-term health, not simply to avoid accidents.

PERSON SPECIFICATION

Education/Qualifications	S/L	I	A
<i>Desirable:</i>			
• Degree in Software Engineering or SMET discipline (e.g. Maths or Physics) with a demonstrable aptitude for Software Engineering			
Knowledge and Experience			
<i>Essential:</i>			
• EXCEL VBA	X	X	X
• Business Process tool development	X	X	X
• Database integration		X	
• Full software development lifecycle – including testing		X	
• Refactoring and maintenance		X	
• Regression testing (auto build and auto test frameworks)		X	
• Technical author – requirements (usability), design, test, user manuals		X	
• Mature engineering - quality development		X	
• Configuration Management		X	
<i>Desirable</i>			
• 10+ years software development (at least 5+ years)			
• Service based systems		X	
• Database development		X	
• Windows environment		X	
• Unified Modelling Language (UML)		X	
• Enterprise Architect – UML tool		X	
• Scrum and Agile		X	
• JIRA - Application Lifecycle Management tool		X	
Personal/Behavioural Attributes			
<i>Essential:</i>			
• Ability to work to tight deadlines		X	
• Creative and innovative thinker and planner		X	
• Excellent problem-solving skills		X	
• Team player		X	
• Good analytical and communication skills		X	
• Passion for innovation		X	
• Excellent writing and speaking skills		X	
Other Requirements			
Subject to security vetting to a minimum BPSS level	X		

S/L = Short Listing I= Interview A=Assessment