UW HEALTH JOB DESCRIPTION

Software Engineer II

Job Code: 330053	FLSA Status: Exempt	Mgt. Approval: B. Larkworthy	Date: May 2023
Department: Information Services		HR Approval: M. Grayson	Date: May 2023

JOB SUMMARY

The Software Engineer II uses their software design experience to analyze, develop, integrate, and implement web, server, cloud, and client-based applications that provide clinical and business capabilities to the organization. The Software Engineer II is a core contributor of the software engineering team who actively participates in all phases of the software development life cycle (SDLC). Their responsibilities encompass designing and building new software solutions, modifying existing applications to incorporate new features, addressing errors, and enhancing performance.

The Software Engineer II collaborates with team members, contributing to team processes that ensure software is designed to meet the rigorous operating standards vital for supporting healthcare delivery. This includes adhering to regulatory requirements, ensuring application security and reliability, and developing solutions that are user-friendly, accessible, and maintainable.

The Software Engineer II works closely with front-line clinical staff, information systems professionals, and other business stakeholders to develop robust software systems that drive improved clinical and business outcomes. The Software Engineer II takes a UW Health enterprise perspective and approach in their work contributing toward the successful delivery of highly valuable software solutions.

The Software Engineer II is a valuable contributor within the software engineering teams and plays a critical role in the creation and implementation of software solutions. They execute the high-quality delivery of software solutions in an established domain and hold both team and project level responsibilities.

MAJOR RESPONSIBILITIES

- Write production-level code consistent with software engineering principles, methodologies, and best practices, including version control, code reviews, software design, and software testing.
- Design and develop applications using software architecture and development standards to ensure applications follow modern development and software security practices and allow for the maintainability and testability of code in a manner that supports team development.
- Participate in creation of team-level software architecture and development standards.
- Utilize and participate in the creation of team-level quality control measures such as code reviews, automated and manual testing, and debugging procedures.
- Collaborate with business users to understand and translate business requirements into functional and non-functional technical requirements with accurate acceptance criteria that are ready to move to development.
- May lead the team in development planning for new and existing applications that are small to medium scale.
- Understand and accurately estimate the effort necessary to complete specific software development efforts.
- Assist with training users on both new and existing functionality.
- Informally mentor other staff in software engineering.
- Troubleshoot technical issues, identify the cause, determine possible resolutions, and remediate issues in existing applications.
- Participate in a 24x7x365 on-call rotation to support applications, promptly responding to incident notifications, and escalating them when necessary.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	Bachelor's degree in Software Engineering, Computer Science, or related field Four (4) years of relevant experience may be considered in lieu of degree
	Preferred	Master's or Doctorate degree in Software Engineering, Computer Science, or related field
Work Experience	Minimum	• Demonstrated success writing software in a modern high-level programming language • Demonstrated success designing software using modern application development technologies, methodologies, and frameworks • Demonstrated success utilizing professional software engineering practices such as coding standards, code reviews, and source control management • Demonstrated success using DevOps capabilities such as automated build, testing, continuous integration, and continuous deployment processes
	Preferred	• Three (3) years of professional software engineering experience including design, development, testing, and release • Experience using modern API and other application integration technologies

		• Experience developing cloud-native applications using Microsoft Azure or other cloud platforms • Experience implementing secure application architecture • Experience developing software within the healthcare industry • Experience developing, deploying, and supporting applications in a 24x7x365 environment • Experience performing web development workflows, implementation processes, and best practices for managing websites and other interactive media
Licenses & Certifications	Minimum	• None
	Preferred	• Professional Scrum Master, Developer, Product Owner, or related certification s • Microsoft Azure or AWS Administrator, Developer, Architect, or related certifications • ServiceNow Administrator, Developer, or related certifications • Epic certifications • ITIL Foundation or related certifications • PMP
Required Skills, Knowledge, and Abilities		Information Services (IS) Core Competencies: Intermediate competency in the following: • Communication • Critical Thinking • Effective Team Member • Agility Emerging competency in the following: • Mentor and Teach • Leadership • Technical Leadership • Leading without Direct Authority • Leading Highly Empowered, Self-Directed Teams • Lean Management Position Specific Competencies Intermediate competency in the following: • Software Architecture • Software Quality • System Analysis & Design • Continuous Improvement Emerging competency in the following: • Software Test Development • Technology Awareness & Strategic Planning • Product Management Other Knowledge, Skills, & Abilities: • Ability to work as a member of an agile development team • Ability to engage in cross-functional interactions • Strong ability to think abstractly and apply these concepts to concrete problems • Demonstrated ability and desire to quickly learn and apply new technical knowledge and skills • Ability to adapt to new and changing technologies • Strong logical thought process for design and analysis • Outstanding analytical, critical thinking, problem-solving, and organizational abilities with attention to detail • Ability to process exploratory feedback and use it constructively

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time

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X	**Sedentary:** Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	**Up to 10#**	**Negligible**	**Negligible**
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	**Up to 20#**	**Up to 10#** or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	**Negligible** or constant push/pull of items of negligible weight
	Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	**20-50#**	**10-25#**	**Negligible-10#**
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	**50-100#**	**25-50#**	**10-20#**
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	**Over 100#**	**Over 50#**	**Over 20#**
Other - list any other physical requirements or bona fide occupational qualifications not indicated above:				

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.