UW HEALTH JOB DESCRIPTION

Software Engineer III

Job Code: 330052	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 III uses their expertise in software design to analyze, develop, integrate, and implement web, server, cloud, and client-based applications that provide clinical and business capabilities to the organization. As a technical expert in the software engineering team, they contribute to all phases of the software development life cycle (SDLC). Their responsibilities encompass designing and constructing new software, as well as enhancing existing systems by introducing new features, resolving errors, and optimizing performance.

The Software Engineer III establishes effective team processes that ensure software adheres to the rigorous operating standards crucial for supporting healthcare delivery. This includes ensuring team compliance with regulatory requirements, prioritizing application security and reliability, and developing solutions that are user-friendly, accessible, and maintainable.

The Software Engineer III closely collaborates with front-line clinical staff, information systems professionals, and other business stakeholders to build robust software systems that drive improvements in clinical and business outcomes. The Software Engineer III demonstrates a UW Health enterprise perspective and approach in their work to successfully design and deliver highly valuable software solutions.

As a technical expert, the Software Engineer III plays a critical role within the software engineering teams at UW Health. They define and lead the technical work necessary to create and implement differentiated software solutions developed by the software engineering team.

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, and performance optimization.
- 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.
- Establish and contribute to team-level software architecture and development standards.
- Define and utilize 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.
- Facilitate clear and accurate acceptance criteria, enabling seamless transition from requirements gathering to development.
- Lead the team in development planning for new and existing applications that are medium to large scale.
- Understand and accurately estimate the effort necessary to complete specific software development efforts.
- Train users on both new and existing functionality.
- Formally teach and mentor other staff in software engineering.
- Work closely with cross-functional technical teams to advance software engineering capabilities.
- Act as a department-level expert for software engineering and review the technical work of others.
- 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 designing and writing software in multiple modern high-level programming languages - Demonstrated success designing software using modern application development technologies, methodologies, and frameworks - Demonstrated success using modern API and other application integration technologies - Demonstrated success leading professional software engineering practices such as coding standards, code reviews, and source control management

		• Demonstrated success implementing DevOps capabilities such as automated build, testing, continuous integration, and continuous deployment processes • Demonstrated success leading and mentoring in the field of software engineering • Demonstrated success managing and executing large scale projects
	Preferred	• Seven (7) years of progressively responsible professional software engineering experience including design, development, testing, and release • Experience performing web application planning, development, implementation, and oversight in a complex environment • Experience implementing and leveraging modern API technologies, effectively addressing challenges related to data consistency, authentication, security, and error handling • Experience designing and developing cloud-native applications using Microsoft Azure or other cloud platforms • Experience designing and implementing secure application architecture • Experience developing software within the healthcare industry • Experience developing, deploying, and supporting applications in a 24x7x365 environment • Experience implementing and performing web development workflows, implementation processes, and best practices for managing websites and other interactive media • Demonstrated commitment to continuous learning and staying current with the latest trends, technologies, and best practices in software engineering
Licenses & Certifications	Minimum	• None
	Preferred	• Professional Scrum Master, Developer, Product Owner, or related certifications • 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 • Mentor and Teach • Leadership • Technical Leadership • Leading without Direct Authority • Leading Highly Empowered, Self-Directed Teams • Lean Management Emerging competency in the following: • Organizational Awareness/Understanding • Demonstrates Business & Financial Acumen • Maintains Strategic Orientation Position Specific Competencies: Advanced competency in at least two (2) and intermediate competency in the remaining of the following: • Software Architecture • Software Quality • System Analysis & Design • Continuous Improvement • Software Test Development • Technology Awareness & Strategic Planning • Product Management • Other Knowledge, Skills, & Abilities: • Ability to lead as a member of an agile development team

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	• Ability to drive cross-functional areas including leaders and stakeholders • Exceptional 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 • Demonstrated 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 synthesize feedback and go beyond specific improvement suggestions			

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
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.