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## Job Description

<b>Job Title:</b>	Software Engineer
<b>Reporting to:</b>	Engineering Manager
<b>Direct Reports:</b>	Dependant on seniority
<b>Division:</b>	Marine

### Purpose of Job

To develop s/w for Garmin's range of marine products and future new product releases.

### Key Duties and Responsibilities

Working within a highly skilled software Engineering team based in the U.K. and working closely with the Marine s/w team and other product development Engineers in the U.S. to:

- Write s/w for Garmin's range of marine products
  - Working within Garmin's processes
  - Developing high quality code
  - Ensuring robustness, testability and maintainability
  - With supporting documentation
  - With professional version and release controls
- Deliver projects to committed deadlines and budgets
- Report on progress and ensure wide understanding of project risks
- Propose and deliver ideas to exceed customer expectations
- Propose and justify new product ideas
- Build a strong, cohesive team spirit
- Build good working relationships with the Engineers from other locations
- Support and develop other team members
- Continuously develop personal skills
- Strive to constantly improve s/w development techniques
- Build relevant product skills and knowledge
- Produce products that achieve the highest levels of customer satisfaction
- Support other departments in delivering the best customer experience
- Promote and support the Garmin culture and ethos

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### Department Specific Responsibilities

- Ensure project progress is reported and available
- Maintain team dashboards to publicize activities, concerns and risks

### Technical Requirements

- Valid passport and able to travel abroad on business (U.S. in particular)

### Department Specific Technical Requirements

- S/w experience in C and C++
- Knowledge of s/w development tools
- Commitment to delivering best in class products
- Commitment to continuous innovation
- Desire to work in a team environment and build the team spirit
- Desire to constantly improve and learn new skills and development techniques
- Flexible attitude, able to compromise and negotiate
- Determination to deliver quickly and effectively

### Education and Experience

- Experience of s/w development (dependant on seniority) on embedded products
- Relevant degree preferred
- Experience or interest in marine related activities a benefit
- Experience of Agile or XP development techniques a benefit
- Fluent English speaker

### Skills

Competency	Level	Descriptor
WORKING WITH DATA & INFORMATION Gathering & analysing information	2	<b>Gathers and maintains information</b> Identifies and uses appropriate sources of information. Accurately identifies the type and form of information required.  Obtains relevant information and maintains it in appropriate formats
Decision making	3	<b>Ensure that decisions are made</b> Seeks buy-in for decisions where appropriate. Makes unpopular decisions when required.  Takes responsibility for making decisions where necessary to move forward
WORKING WITH PEOPLE Managing relationships & Networking	3	<b>Develops relationships</b> Takes account of the impact of own role on the needs of both internal and external contacts Maintains regular two way communication with both internal and external contacts  Identifies and nurtures relationships that contribute to the business

Teamworking, Coaching & Guiding	3	<p><b>Supports team members</b> Encourages all team members to make useful contributions Identifies when team members need support, and provides it. Responds positively to the contributions of other team members</p>
Communicating, Influencing & Negotiating	4	<p><b>Changes the opinions of others</b> Approaches negotiations with the objective of achieving a win-win outcome Ensures that people likely to be affected by any new activity have been involved in developing the activity. Elicits views of others and uses them to develop counter-arguments or new positions.</p>
ACHIEVING RESULTS Planning & organising	3	<p><b>Plans to meet departmental objectives</b> Accurately estimates resources to achieve plans Builds alternative actions into plans to deal with likely contingencies Communicates plans to relevant people</p>
Deadline Management	2	<p><b>Takes responsibility for tasks</b> Takes responsibility to ensure commitments are met Regularly reviews progress of tasks Keeps people informed of progress on key tasks Evaluates completed tasks</p>
Objective setting	2	<p><b>Contributes to setting of individual objectives</b> Ensures that objectives are achievable within already agree commitments Agrees appropriate success and measurement criteria Identifies and highlights potential obstacles in achieving objectives.</p>
DEVELOPING THE BUSINESS Generating & building on new ideas	2	<p><b>Participates in the generation of ideas</b> Actively participates in events for generating ideas Positively questions established ways of doing things Actively listens to and considers ideas presented by others</p>
Personal development	2	<p><b>Develop self</b> Builds own knowledge of the organisation, its people and its services Seeks opportunities to develop own skills Accepts feedback constructively, regularly reviews and updates personal development plans</p>
CORPORATE COMPETENCIES Customer Focused	4	<p><b>Anticipates and delivers against customer requirements</b> Exceeds customer requirements by anticipating their needs and suggesting innovative solutions</p>
Innovative	4	<p><b>Develops new solutions for future requirements</b> Identifies new and leading edge solutions and applies them to meet future requirements</p>
Flexible	3	<p><b>Seeks flexible options for colleagues and customers</b> Thinks broadly and applies solutions to a wide range of situations</p>
Co-operative	3	<p><b>Co-operates with colleagues across the business</b> Works co-operatively with colleagues both within their department and within the group. Actions opportunities where colleagues and customers will benefit from alternative approaches</p>
Integrity	4	<p><b>Demonstrates integrity towards customers, suppliers and colleagues</b> Creates and implements new opportunities that will benefit both the company and the customers Ensures that the company is represented to customers and suppliers in an ethical manner</p>

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Signed .....  
(Employee)

Signed .....  
(Manager)

Dated .....