
Role Mandate

Job Title: OutSystems Developer
Function /CFBU: IT
Dimensions of the Job:
Reports to: OutSystems Technical Lead
Location: Runcorn

Job Summary:

As part of a cross-functional agile team work with customers to truly understand business problems and opportunities. Using OutSystems low code platform design, build and deploy innovative digital solutions. Play an active part in all stages of the process from initial idea through to launch and move to BAU.

Responsibilities:

As part of a team work with customers to truly understand business problems and opportunities and design, build, test and document innovative digital solutions

As part of a small cross-functional team you will have the opportunity to contribute at all stages:

- Create customer journey maps to develop an understanding of customer experiences and identify opportunities for improvement.
- Working directly with customers create wireframes and prototypes to explore potential solutions.
- Break ideas down into epics and user stories; use story maps to identify viable releases.
- Build solutions, primarily using OutSystems Low Code Application Platform.
- Develop custom extensions to OutSystems in C# where there is a need.
- Integrate with other business applications typically using REST APIs.
- QA including writing and executing unit and integration tests.
- Perform usability testing.
- Troubleshoot in life applications.

General

- Demonstrates the Company's values and behaviours that drive business performance, customer and quality excellence and engagement of our people
 - Leading and building a high performing team that in turn adds value to the business in line with budget and relevant financial constraints.
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Key Experience, Knowledge, Skills & Qualifications:

Key Experience

- Minimum of 2 years professional experience in software development, ideally C# or Java.
- Demonstrable experience in developing web and mobile applications.

Knowledge and Skills

- Essential
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- Proficiency in web-based languages: HTML5, CSS and JavaScript.
 - Good understanding of relational database concepts and SQL.
 - Some or all of the following would be a distinct advantage
 - Delivering software using Test and/or Behaviour Driven Design and familiarity with test automation.
 - Lean and/or agile ways of working and use of supporting tools, ideally Jira or Azure DevOps.
 - Familiar with the principles of usability and its application.
 - QA experience in particular writing and executing unit and integration tests

Qualifications

- Degree in Computer Science or Engineering.
- OutSystems certification is a plus.

Key Interfaces

- CFBUs
 - Upstream and downstream customers
 - Business Support Functions
 - IT function colleagues at all levels
 - PHOENIX Corporate IT
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Drive Business Performance & Value Creation

Creates value through economic action and establishes meaningful changes

- realizes goals while considering costs, benefits and risks (goal and result orientation)
- shows commitment in achieving goals, even under difficulties
- searches for permanent solutions and takes responsibility for the results (solution orientation)
- thinks and plans ahead in order to achieve results
- maximises efficiency and effectiveness
- realizes set objectives at due date, quickly delivers results

Dedicate Yourself to Customer Needs

Bases his/her behaviour on internal/external customer benefit and thus supports business success

- focuses on customer excellence, puts him-/herself in the position of the customer
- thinks the process back from the perspective of the customer
- gives priority to customer needs
- reacts quickly and appropriately to customer needs
- incorporates feedback in his/her decision-making processes
- aims at exceeding customer expectations
- actively contributes to build long-term and mutually beneficial customer relationships
- creates mutual trust by being reliable and fulfilling expectations
- meets the customer with respect and fairness
- anticipates customer needs and proactively develops solutions
 - encourages innovation and improvement

Business

Customer

Strive for Quality Excellence

Acts quality-conscious and continuously improves work Results

- has knowledge of his/ her own area of responsibility
- acts responsibly and ensures his/her own quality of work
- demands a high standard of quality of him-/herself and others
- supports a quality which prevents rework and waste (cost awareness)
- works accurately and in compliance with guidelines and best practices (high level of detail)
- learns from mistakes and avoids them in the future
- aims to continuously improve workflow, procedures and products (process improvement)
- continuously improves the performance levels of her/his area of responsibility, corrects insufficient work results
- openly addresses problems and develops (in dialogue with colleagues/ supervisor) appropriate solutions
- is strong in implementation and assertive

Quality

People

Lead and Engage

Achieves high performance levels through clear and open communication and an inspirational and appreciative interaction with others

- motivates self and others to excellence and continuous improvement
- communicates in a timely and precise way and encourages two way communication
- demonstrates team spirit and a sense of responsibility for mutual goals
- determines the direction for own team and ensures that goals and responsibilities within the team are clearly defined and monitored regularly
- actively promotes an organisation of diversity and cooperation (employee involvement)
- identifies and discusses emerging conflicts and supports to solve them
- acts in his/her function as a role model and conducts him-/herself with integrity and credibility
- makes quick and clear decisions, is decisive
- is honest, loyal and behaves in a responsible and respectful way (sense of responsibility)
- suits his/her actions to his/her words (walk the talk)
- embodies the values of the PHOENIX mission statement