

Honeywell Job Description			
Job Title:	Graduate Software Engineer		
Reports To:	Software Development Manager		
Department:	Software Centre	Matrix Manager:	N/a
SBG / SBU:	HSC	Date Compiled:	Feb 2017

Position Purpose/Summary

The Honeywell Software Centre (HSC) Sydney is a key global software development centre and user experience design studio. Our solutions and applications help solve some of the world's toughest automation challenges, to make the world safer, more secure, more energy efficient and more productive. Our focus is on large scale automation systems & human machine interfaces for industrial and building automation, using leading edge technologies.

As a Graduate Software Engineer, you'll work with others in a team to contribute to development of a new software innovation, using contemporary software processes, tools and quality systems to develop mission critical software solutions.

Key Accountabilities / Deliverables of the role

KEY INDIVIDUAL ACCOUNTABILITIES / DELIVERABLES

- Perform software engineering tasks as part of a team to develop innovations for Honeywell's market leading mission critical software solutions
- Apply contemporary software development methodologies and tools, such as Agile and Iterative development, across the full development lifecycle
- Provide responsive design centre customer support for software solutions developed

Key Success Factors

- Meet or exceed results as defined by assigned goals including product development goals
 - Responsiveness to customer needs
 - Timeliness of software development tasks
 - Quality of software development tasks
 - Productivity of software development tasks
 - Compliance to standards
- Meet or exceed behaviours expected of all Honeywell employees including
 - Have a Passion for Winning
 - Be a Zealot for Growth
 - Think Big Then Make it Happen
 - Act with Urgency
 - Be Courageous
 - Go Beyond
 - Inspire Greatness
 - Become Your Best

Interdependencies

- Consistent delivery of innovation and support to customers
- Expansion of business value within the market with differentiated user experience outcomes
- Balancing the demands and needs of internal and external stakeholders.

Qualifications/ Experience/ Knowledge

Job Specifications	General
Education / Qualifications	<ul style="list-style-type: none"> • Tertiary qualification in Software Engineering of a combined degree in Engineering (credit average or above)
Experience	<ul style="list-style-type: none"> • 0-2 years' commercial software engineering experience • Analysis, design, coding, testing and support of software & contemporary software development methods
Professional Skills / Knowledge	<ul style="list-style-type: none"> • Passion for innovation using software • Strong problem solving and attention to detail using software engineering discipline • Ability to take initiative and focus on achieving results • Likes to help others and can work with local & global teams • Good communication skills • Strong team player • Software lifecycle including analysis, design, coding & testing • Strong in one or more mainstream software development languages, such as C++ • Agile or Iterative development methodologies
Behaviour Competencies	
Competency	Definition
Have a passion for winning	Understand and beat the competition. Never give up in the face of resistance and setbacks. Have fearless accountability for getting results. Be consumed with making things better and have an insatiable curiosity for learning.
Be a Zealot for Growth	Solve problems and see the world through the customer's eyes. Promote confidence and trust. Aggressively focus on new opportunities and obsess over growth. Understand what creates value for customers. Promote a customer-centric organization that has a deep understanding of the needs of our customers.
Think Big ... Then Make It Happen	Dream of the possibilities instead of limitations. Be willing to re-examine almost anything. Innovate with agility, iterate, test, try, take risks. Translate the best ideas into realistic, pragmatic, executable plans.
Act with Urgency	Act quickly when faced with ambiguity. Get the facts that you can, think, and then move with lightning speed. Use speed as a differentiator. Never put off until tomorrow what you can do today.
Be Courageous	Take bold action on what you believe is right. Confront problems directly and face adversity head on. Be comfortable being unpopular when required and press on. Take on seemingly impossible goals and work out of your comfort zone.
Go Beyond	Over deliver on commitments. Be committed to putting in your maximum work effort and always do what you say. Be the someone people trust to get things done and deliver.

Inspire Greatness	Empower, develop, and set high expectations of direct reports, peers, and others. Bring others with you, achieve things you never thought possible, and celebrate your wins.
Become Your Best	Seek and accept feedback wherever you can get it, decide what to change, and go for it. Be curious, and be confident and humble. Read others' reactions, and adjust as you go. Bounce back from disappointments.

Please note:

This role may be subject to ongoing criminal history checks, random drug & alcohol testing and / or medical examinations in line with Honeywell, customer and statutory specifications and it is a requirement of the role to satisfy these requirements.

Approved by Direct Manager <i>(Initial)</i>	Approved by 2nd Level Manager <i>(Initial)</i>
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