Job Description



JOB TITLE: Junior Polaris Developer

GRADE: 4

REPORTING TO: Polaris Delivery Manager

LOCATION: Swansea

# **ABOUT US:**

ERS is the UK's largest specialist motor insurer with an A+ rating. We recognise that for some, motor insurance is more than just a must-have; it's a way of taking care of what stands at the heart of their passion or livelihood. For those people, standard insurance isn't enough. That's why we work exclusively with motor insurance brokers to help get under the skin of the most difficult insurance risks, helping build products to meet their customer’s needs.

**THE ROLE:**

The main purpose of the junior Polaris developer role is to build, maintain, and unit test Insurance products dictated by the ERS underwriting and pricing teams using the Polaris ProductWriter software.

The junior developer role is a development role which aims to provide the applicant with the necessary skills in order to effectively ensure that developments, and maintenance of current products, are designed, reviewed, implemented, and tested adequately to meet the requirements outlined by the business, within the agreed timescales.

The role requires that developers engage effectively with all areas of the business to deliver the above items, and also to offer their experience and expertise outside of the Polaris toolset to help drive the underwriting and pricing decisions they’re involved in, and to ensure that the expectations of the business are kept within a realistic boundary for delivery.

Success within this role will require the applicant have one of the following:

* A Programming Background
  + A good logical understanding of at least one object oriented programming language
  + The ability to articulate technical information to laymen
* An Underwriting Background
  + A good understanding of the current ERS Product Offerings and Underwriting Principles
  + The ability to communicate complex requirements clearly and without ambiguities

All levels of developer are encouraged to collaborate extensively with all other areas of the business to ensure that we, as a business, are delivering, and continue to deliver, products and propositions which will meet or exceed our overall financial plans for the coming year(s).

**KEY RESPONSIBILITIES:**

* Participate in team discussions
* Participate in investigating technical issues
  + Project related
  + Helpdesk/user reported
* Maintain current scheme offerings
* Compile and deliver schemes to deployment areas

**Business as Usual Tasks**

* Participate in the monthly BAU rates updates, ensuring that:
  + All documentation is adhered to and kept up to date
  + All updates are delivered on time and to the specified requirements of the update
  + All stakeholders are made aware of actions that might prevent a product from being delivered on time
  + Delivery of Schemes are logged correctly, and sent with relevant documentation
* Team mailboxes are monitored at allotted times, with any new issues being assigned to one of the available members of the team
* Request feedback from Polaris developers, and senior Polaris developers, to aide development within the role

**Project Tasks**

* Support Polaris developers and senior developers in delivering the defined list of projects on time and to spec
* Build and develop stakeholder relationships throughout the course of a project
* Ensure adequate support is offered to the Delivery Team during their testing phase
* Ensure that underwriting and pricing requirements are developed and tested accurately, to a high standard and in line with internal governance, prior to a product being issued to the delivery team for system testing
* Ensure that technical specification and test plan documents are created for each development going forward, and kept up to date in line with shifts in a development’s scope

**Personal Development**

* Complete Polaris development/ProductWriter training (provided by ERS)
* Attend Underwriting induction course (provided by ERS)
* Work with other developers in the team to build knowledge and experience in the Polaris Toolset
* Work with other developers, and independently, to build a strong working knowledge of key insurance principles, and a solid understanding of how ERS operates within these principles
* Work with other members of the Product Technology Team to get a firm understanding of all team roles
* Build relationships with stakeholders across key departments within the business
* Work independently to experiment with, build understanding of, and become comfortable in, understanding the ProductWriter Toolset’s Capabilities and limitations

**KEY DESIRABLE ATTRIBUTES:**

This junior developer role requires the jobholder to be able to demonstrate the following skills, knowledge, and attributes:

* Possess either:
  + Knowledge and experience in working with another object oriented programming language
  + A firm understanding of the current ERS Product Offerings and Underwriting Principles
* Possess high level of analysis and logical reasoning skills
* Possess good priority assessment and time management skills
* The ability to work to challenging delivery deadlines, and doing so without compromising quality
* Good interpersonal skills are a must, to help build and maintain valuable relationships within all business areas

**KEY PERSONAL DESIRABLES:**

* Effective communication skills
* High level problem solving skills
* Keen analytical and logical reasoning
* Good planning and organisation skills
* Able to work from own Initiative
* Able to work effectively as part of a team

Name (PRINT): .…………………………………………………………………

Signature: …………………………………………………………………………

Date: …………………………………………………………………………………