Job Description



JOB TITLE: Senior Polaris Developer

GRADE: 3

REPORTING TO: Polaris Manager

LOCATION: London

# **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 Senior 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.

It is the Senior Polaris Developer’s responsibility to ensure that all new developments, and maintenance of current developments, are designed, reviewed, implemented, and tested to adequately meet the requirements outlined by the business, within the agreed timescales.

The Development 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 to drive Underwriting and Pricing decisions about the products, and to ensure that expectations are kept within a realistic boundary for delivery.

Success within this role will require a developer to not only be technically proficient within the toolset used, but also technically articulate in order to ensure that updates and issues for any deliveries are communicated effectively, and in a timely manner.

In addition to their own workloads, Senior Developers are also tasked with peer-reviewing other developer’s work, offering advice and guidance to junior (in relation to the senior role) developers within the team, and to actively collaborate with other developers, both junior and senior, to help improve scheme structure, reduce lead in times, and increase the test scope of the team.

In addition to the above, all Polaris developers 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 the businesses financial plans.

**KEY RESPONSIBILITIES:**

* Participate in the monthly BAU Rates Updates
* Ensure that all documentation is adhered to and kept up to date
* Ensure that all updates are delivered on time and to the specified requirements of the update
* Ensure all stakeholders are made aware of actions that might prevent a product from being delivered on time
* Peer Review the updates performed by the junior Polaris Developers
* Report progress on all outstanding issues (Production/Updates) to the Polaris Manager on a weekly basis
* Support the Polaris Manager in delivering the defined list of prioritised projects on time and to spec
* Ensure adequate support is offered to the wider Delivery Team during requirements and testing phases
* 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, and kept up to date in line with shifts in a development’s scope
* Support junior developers (relative to the senior role) in their developments, through offering insight and guidance
* Peer review code changes made by junior developers (relative to the senior role)
* Promote professional working relationships with key business partners and internal departments
* Actively engage in, and steer, team learning activities within the Polaris Brain Trust Sessions
* Actively review changes to the Polaris ProductWriter Toolset, and discuss benefits with other developers
* Embody and amplify the ERS values in all aspects of day to day activity ensuring that all interactions and engagements are carried out with the highest ethical and professional standards and that all work is accomplished with quality and in accordance with ERS values
* Carry out other reasonable tasks as required by line management

*The above duties and responsibilities are not an exhaustive list and you may be required to undertake any other reasonable duties compatible with your experience and competencies. This description may be varied from time to time to reflect changing business requirements.*

**KEY DESIRABLE ATTRIBUTES:**

* Possess an expert knowledge of the Polaris toolset
* A good understanding of the extended features of the ProductWriter Toolset
* A solid understanding of Insurance principles and practices
* A good understanding of Testing principles and practices
* Comprehensive experience of using the Polaris testing tools for single, batch, and sequence testing
* Knowledge and experience in working with other object oriented programming languages

**KEY PERSONAL DESIRABLES:**

* Actively keep up to date with new features of the Polaris Toolset
* Possess high level of analysis and logical reasoning skills
* Have good priority assessment and management skills
* The ability to work to challenging delivery deadlines, and to do so without compromising quality
* Good interpersonal skills to help build and maintain valuable relationships within all business areas

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

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

Date: …………………………………………………………………………………