

Graduate Software Engineer

App & Cloud Development

The matrix below sets out the competencies we assess for this role and the level expected at hire. We hire for trajectory: candidates strong on most rows with clear growth on the rest are encouraged to apply.

Competency - Expected level at hire

- JavaScript/TypeScript fundamentals - Foundation to Working knowledge
- Cloud/serverless concepts - Foundation - developed in program
- Mobile or web app development - Foundation
- Testing and CI discipline - Foundation - trained on site
- Git and code-review workflow - Working knowledge
- Written communication - Working knowledge
- Hardware curiosity and cross-discipline collaboration - Demonstrated

How we assess

Competencies are assessed across the technical conversation and team session using real project artefacts - yours and ours - rather than whiteboard puzzles. Reviewed annually with your lead as part of professional development.