

Associate Engineer

Job description

About Us

Your new home - Unlocking data to power the real-time enterprise.

Rubicon Red has a proud heritage. If you have a passion for technology and want to join some of the smartest minds in the business, then Rubicon Red is the place for you. Rubicon Red works with best of breed technology using agile and DevOps principles to deliver innovative solutions that enable customers to run their business in real-time.

We have worked hard to build and sustain an enviable culture by placing enormous emphasis on our staff. Recognition of the importance of a healthy work-life balance goes way beyond statements on a poster at Rubicon Red. You will have regular check-ins, take ownership of your personal development, and have flexible working arrangements as standard. We have internal systems in place to support knowledge sharing between our teams.

We've created an environment of collaboration and support with a focus on innovation and growth. We value strong partnerships with our customers, teamwork, integrity, curiosity and continuous learning, and reward and recognise our people for their contributions. It is our incredible people, working together as part of a passionate and committed team that allows us to achieve customer success.

Reports To

The Associate Engineer will report to a people manager and practice manager part of Integration and Process Automation of Rubicon Red. They will work under the direction of the Senior Engineers to deliver key outcomes.

Purpose of the Position

The Associate Engineer will use their technical knowledge to perform routine engineering tasks and play a junior role in large complex projects, while also having the opportunity to manage smaller projects under the supervision of a Senior Engineer. This position will contribute to the delivery of Rubicon Red's brand promise of thought leadership, innovation, and unrivaled expertise. The Associate Engineer will contribute to the success and profitability of engagements by ensuring the delivery of consistent customer experience through best-practice methodologies.

Key Responsibilities and Accountabilities

The Associate Engineer will be able to provide status updates and progress reports for task creation as per schedule decided by the Project Manager/ Team Lead. They will have Xero schedule deviation, Zero Not in Time Index, and meet norms on CUT productivity for development projects. The Associate Engineer will meet norms on schedule adherence and Not-in-time index decided by Project/Team lead - for maintenance projects. They will be responsible for all deliverables stored in the configuration management system, Clearcase, Local CVS, SVN., and 100% compliance with coding standards. They should be able to develop knowledge on respective DMS product suite e.g. Documentum/ Opentext/FileNet

Key functional skills

- Good understanding of at least one project language (Java, Javascript, or Typescript)
- Should be able to understand the project requirements when explained and able to ask valid questions
- 100% compliance with the coding standard
- comply with specific coding metrics - phase containment >90%
- reject % not to go above project norms for maintenance projects
- defect density < def/Kloc
- bugfix proactively as per project norm
- Understand the requirements for the modules assigned
- Program specifications degrade Percentage = 0%
- Maintain zero memory leaks in code development
- Determined by the number of effective solutions provided for resolving critical problems
- Ensure Code is in line with the design
- Implement the solution by writing optimised and reusable code
- Seek code review and implementing review comments
- New feature Implementation should not cause regression
- Enhancements or bug fixes should not cause regression
- Unit test 1UT/10 LOC and 95% path coverage
- Able to review efficiency in test case reviews effectiveness >90%
- Respond to communications from customers within 4 hours
- Provide information with all relevant data points and clarity
- Quality deliverable should be as per clients expectations
- Maintain review records
- Follow the process to ensure the safety of customer provided records
- 100% compliance with defined process/ checklists
- Able to self-review to capture all cosmetic and minor errors
- Complete timesheets on time
- Participate in organization forums (tech forum, COE, QC, etc)
- Contribute to knowledge management (confluence) with lessons learned, case studies, best practices, reusable component/ framework measured on several technical paper presentations in internal forums

Key behavior competencies

- Willing to learn and teach
- Good verbal and non-verbal communication
- Analytic and Troubleshooting skills
- Able to identify professional goals to develop their skills to ensure they maintain skills that are valued by the customer and Rubicon Red
- Always have the curiosity to learn new things
- Be able to collaborate with other team members
- Ability to give feedback if things are not correct
- Is always approachable

- Bachelor's degree in Information Technology/Computer Science or equivalent qualification
- Confidently unambiguously communicate with the clients maintaining proper mail/teleconference etiquette

Professional development

- Identify professional goals to develop your skills and contributing to the capability of Rubicon Red

General

- Cooperate with all Health and Safety procedures and policies of Rubicon Red. Ensure you take reasonable care to ensure that your actions do not impact the health and safety of yourself or others
- Behave within the spirit of the values of Rubicon Red and continuously strive to deliver our brand promise at all times.
- Comply with all security, confidentiality and company policies and procedures, both at Rubicon Red
- All other tasks as requested

Does this sound like your ideal role? Are you a great fit for our team? Apply now!