**Job description for entry-level developer**

A small software development company is looking for an enthusiastic entry-level developer. The right candidate could be a computer science graduate, self-taught programmer or a career changer.

Coding skills are important. The successful candidate will have proved that they can code and be able to show project work or similar evidence to the interviewers. Training and mentoring will be given on the job to enhance their coding skills further. Back-end languages are more important at the moment, but the successful candidate will be expected to progress to full-stack over the next 2-3 years.

Communication is vital. The successful candidate will be able to communicate clearly and effectively and get on with colleagues. Presentation skills would be a bonus.

Users are an important part of our business. The successful candidate will show an appreciation of the role of users and willingness to listen to their requirements and adapt applications accordingly.

Salary: market rate Start date: within 2 months

**Entry level developer – assessment**

**Name:** Jo

**Coding languages (please rate each out of 10), based on answers to knowledge questions:**

|  |  |  |
| --- | --- | --- |
| **Language** | **Rating out of 10** | **Comments** |
| C# | 6 | Fine for now. Understands OOP, though couldn’t explain polymorphism. Not clear on why interfaces are useful. |
| ASP.NET | 4 | Aware of MVC and has worked through tutorials. Stronger in WebForms - answered questions about user controls but not data binding. |
| HTML | 8 | Very good – aware of HTML5 innovations and best practice for embedding videos. |
| CSS | 8 | Very good – understands Bootstrap and grid systems. Also understands cascading and how to override. |
| JavaScript | 9 | Impressive – knows Node.js thoroughly and how to interact with databases efficiently. |

**Portfolio/projects/other evidence of coding skill** **(please rate each out of 10):**

|  |  |  |
| --- | --- | --- |
| **Piece of work** | **Rating out of 10** | **Comments** |
| Portfolio | 8 | Very nice – used Bootstrap but added nice enhancements. Spelling and grammar could be better. |
| Responsive hand-coded website | 9 | Beautiful. Hand-coded from scratch. Nice use of movement and good sense of design. Done for local company. |
| ASP.NET WebForms project (no DB) | 6 | Not bad – nicely laid out. User input validation not quite right and an AJAX call needed to prevent flicker. |
| JavaScript project with DB | 9 | Fabulous – very usable, well-laid out and DB functionality is very good. |
|  |  |  |

**Communication skills (please rate each out of 10):**

**Clear: 6/10 Informative: 8 /10 Concise: 6 /10**

**Presentation skills (please rate out of 10): 6 /10**

**Awareness of user issues (please rate out of 10): 8 /10**

**Any further comments:**

Chatty and pleasant. Seems keen. Enjoyed client work and is aware of user issues. Presentation needed more structure and should have been focused on key points. Willing to improve back-end skills.