**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:** Robin

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

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| --- | --- | --- |
| **Language** | **Rating out of 10** | **Comments** |
| C# | 9 | Impressive – could explain interfaces, delegates and threading. Had never heard of design patterns. |
| ASP.NET | 2 | Very little knowledge. After a bit of explanation from interviewer, said that sounded like a great technology and seemed very keen to learn it. |
| HTML | 5 | Basic knowledge. Knew how to structure a page and create a basic website with a few pages. |
| CSS | 4 | Quite basic knowledge. Hadn’t heard of Bootstrap but was aware of differences between PC and mobile-friendly websites. Promised to look Bootstrap up that evening. |
| JavaScript | 8 | Very good knowledge. Has learnt Node.js and knows basics of file and DB interaction. |

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

|  |  |  |
| --- | --- | --- |
| **Piece of work** | **Rating out of 10** | **Comments** |
| Coding challenges in C# | 10 | Regularly tackles ‘difficult’ coding challenges on HackerRank and has done some competitions and hackathons. Showed HackerRank account. |
| JavaScript game | 8 | Created ‘Galaxians’ type game in JavaScript. Functionality good. Ideally should have deployed it. |
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**Communication skills (please rate each out of 10):**

**Clear: 8 /10 Informative: 7/10 Concise: 7/10**

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

**Awareness of user issues (please rate out of 10): 7 /10**

**Any further comments:**

Really enthusiastic. Patchy knowledge, due to being self-taught, but very high skills in some areas. Good communicator. Encouraged friends to play JS game to resolve usability issues.