**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:** Sam

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

|  |  |  |
| --- | --- | --- |
| **Language** | **Rating out of 10** | **Comments** |
| C# | 6 | Fine for this level. Knew main data structures and OOP principles. Struggled to explain interfaces. Didn’t know about design patterns. |
| ASP.NET | 5 | Fine for this level. Knows user controls in WebForms and basic MVC including using DBs. |
| HTML | 6 | OK for entry-level. Knew main structure of page, understood a bit about validation and was aware of media queries though couldn’t quite explain how to use them. |
| CSS | 6 | Fine. Understands Bootstrap grid system and the importance of responsiveness. Not sure of all cascading rules. |
| JavaScript | 7 | Good – knows how to interact with a webpage and use plug-ins. Some knowledge of Angular. |

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

|  |  |  |
| --- | --- | --- |
| **Piece of work** | **Rating out of 10** | **Comments** |
| Portfolio | 7 | Used a Bootstrap template but made nice enhancements. Good writing, clear message. |
| ASP.NET MVC project with multi-table DB | 8 | Good project. Well-designed DB, CRUD functionality. Good effort on layout. |
| ASP.NET MVC project with single-table DB | 7 | Good for a first DB project. CRUD functionality, minor layout issues. |
| ASP.NET WebForms project (no DB) | 6 | OK – obviously a starter project, but numerate and good use of a JavaScript graph plug-in |
|  |  |  |

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

**Clear: 6 /10 Informative: 7 /10 Concise: 4/10**

**Presentation skills (please rate out of 10): 5/10**

**Awareness of user issues (please rate out of 10): 5/10**

**Any further comments:**

Very engaging. Really positive attitude. Responded calmly to problem with projector. Presentation okay but a bit unstructured and too long. No experience of user issues, but commented sensibly on own experience as a user.