**Why I am applying for the role**

**Improve quality and delivery**

By working more effectively within the team and with our teams we can improve the efficiency of our delivery and improve the quality of our work. Increase workplace satisfaction and the quality of our work.

**Increase team satisfaction**

Everyone on the team wants to do a good job and produce great software. I want to remove impediments and allow people to produce more work of a higher quality and have fewer frustrations with issues holding us back.

**Enjoy mentoring developers and passing on knowledge**

I have many years of development experience and enjoy passing this onto other developers and supporting their passion for this subject.

**Genuine desire to expand role and skill set**

I have spent many years as a developer at TPR and am keen to learn more skills and take on additional responsibilities.

**Why I feel qualified for the role**

**Previous lead developer experience**

In my previous role at Make Media I started as a developer and went on to become lead developer, managing a team of up to four permanent employees. Providing mentorship, interviewing prospective hires, running projects and providing an interface between the business and the developers. I also investigated new technologies and defined the technical approach for many projects.

This was a role I enjoyed and carried out for 2 years.

**Many years experience of TPR's systems and practises**

I have worked at tpr for many years and have a depth and breadth of knowledge of both our systems, how they plug together as well as our systems and processes.

**Recent course on agile management**

I recently volunteered for the SAFE (The Scaled Agile Framework) course, which is the strategy the business has decided on to integrate all areas of the business into an agile approach. I studied hard and achaived a grade of 92% in the course and p

Release on demand develop on cadence

Program increment steps (scaled version of increments)

Several release trains working same time

Decentralise decision-making

Cross domain planning

**Passionate about code and tech**

I am a committed learner and spend time outside of work investigating new technologies and applicable skills. I scored highest Pluralsight the C# test which we were asked to do some time ago.

Currently reading domain driven design by Eric Evans, putting together a personal blog using Angular, Web Api and Azure.

Helping friend with his new project and providing consultancy and carryout of work on the JavaScript front end.

All great experience to share with the team and apply to my role.

**Volunteering for technical interview**

I have volunteered for carrying out the technical part of the interview process. I’ve found this more HR focussed activity to be enjoyable and feel I have done well in being both firm and kind with candidates and thorough in my testing and feel I have contributed to hiring great candidates while carrying out this work.

**Experienced in mentoring developers in coding practises**

I have been mentoring more junior developers in practises and explaining new skills and technologies to more experienced coders in both my current and previous job.

Often when there is an issue, which is proving difficult to solve, or suggestions are how a piece of functionality should be implemented in a SOLID manner – developers will often come to me for advice and support.

This new role would be a chance for me to formalise some of these additional duties I have been carrying out.

**Researching new technology and sharing with team**

Bootstrap, MediatR, Material, Logging – imp as well as lib (serilog)

**Priorities**

**Ensure there is no disruption to the team and they feel supported and that I am there to assist**

There can be issues when a colleague gains a promotion. My priority will be to ensure that there is a smooth transition to the new role and that my team members feel supported.

**Increasing motivation**

My belief is that for people to value their work they need to feel that they have a stake in a project and some autonomy. While TPR can be a very hierarchical and disconnected organisation, my view is by strengthening the communication between departments, ensuring developers are listened to and allowing developers to opportunity to feedback into product design and implementation they will feel their role is more valuable.

**Improving the productivity of the team**

Improving job satisfaction is part of this but being more agile and ensuring the correct cerimonies are applied to will allow us to leverage the tools we have to provide better feedback and estimation.

**Working more closely with test team**

**Allow space for innovation**

**Mentoring and skills sharing**

**Empower developers**

Priorities

Challenges

Testing

Business Analysis

Documentation

90 Day Plan

Empowerment

Mentoring and skills sharing