JOB DESCRIPTION

**SEND A C.V TO CHARLES AND HE WILL CONFIRM IF YOU WOULD BE A GOOD FIT. THIS IS A JOB DESCRIPTION NOT A ‘MUST HAVE’ LIST**

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| **JOB TITLE**  Developer | **DEPARTMENT:**  Web Team |
| **REPORTS TO:**  Business Manager | **Consultant:**  CS |

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| **JOB PURPOSE STATEMENT:**  The Developer serves as a central person responsible for technology and platforms within the organisation. Propose innovative solutions and drive their implementation and support.  This is a specialised product development role with a deep understanding of modern software architectures and development techniques. A successful candidate will be a committed and articulate individual, required to communicate and collaborate effectively with cross-functional teams and business stakeholders to produce software and web solutions that are of enterprise quality. The team is responsible for the development and continuous delivery of a business-critical analytics web application.  The employee’s job duties fall broadly into the following categories:   * Contributing to smooth business operations * Contributing to excellent customer relations, the success of projects and our customers * Contributing to the development of our services, expertise, quality processes and financial success |
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| **JOB ACCOUNTABILITIES:**  **Technical Leadership of a Developer (With support of Management)**  The employee does due diligence as far as analysis and design of any projects they undertake. Owns technological solutions to implement designs made for our customers, including:   * Web hosting * Translation and localisation management * Automation of repetitive tasks * Owns solutions to support business strategy and service delivery, including: * Jira: manages work flows and set up for new projects * Security, both internal and on customer projects * Reporting, internal and to customers * Automation in all areas * Creates and implements short and long-term strategy in terms of technological growth * Leads the implementation and support of technological solutions * Works with other \*\*\*\*\* leaders to deliver services within their function * Ensures that \*\*\*\*\*\*\* staff have the necessary software and that it is up to date * Ensures staff follow processes and proposes process improvements where necessary * Participates in creating new products and services where technology is concerned   **Contributing to Business Operations**   * Removes all technological obstacles from business operations * Ensures that the company is compliant with license agreements, GDPR, Compliance, Cyber security. * Ensures that customer data is secure from leak, tampering and accidental deletion * Proposes, implements and supports new technological solutions that improve business operations   **Contributing to Customer Relationships and Customer Success**   * Conducts respectful and friendly communication with customers (internal/external) * Ensures that customers’ needs are met to the highest standards * Puts customer needs first * Obtains customer feedback, acts on it, and closes the communication loop with the originator * Consults to customers to understand requirements and develop solutions * Works with delivery teams to develop solutions * Serves as technical lead on projects   **Contributing to the Development of the companies brand**   * Ensures the company is ahead of the curve in terms of technology and is seen as a leader by both competitors and customers * Uses their influence to grow Web Development team * Constantly learns to give the company new capabilities |

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| **JOB CONTEXT**   * .NET Framework knowledge essential * Proficient in C# 3+ years essential * Entity Framework * Linq * JavaScript, JQuery (Angular, React or Vue.JS is a bonus) * HTML5, CSS, LESS * GIT (source control) * Experience working with JSON and XML web services would be good * Windows Server, IIS & FTP Experience * SQL Server Administration – not crucial * Elastic Search understanding * You will be comfortable working flexibly in an agile oriented development environment, to a high degree of accuracy and within tight deadlines * You will have the ability to work collaboratively with colleagues at all levels |

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| **KEY PERFORMANCE INDICATORS**  Performance will be measured on the following factors:   * Project completion using a sprint format * Supporting the business to achieve its KPI to grow sales and reduce waste |

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| **CORE COMPETENCIES**  **Customer Focused/Meets Customer Needs**   * Accurately identify customer requirements, expectations, and needs * Seek feedback from customers to identify improvement opportunities * Address customer needs by involving the right people / resources at the right time * Follow up with customers to ensure problems are solved * Continually search for ways to improve customer service and remove barriers to service   **Results-Oriented/Produce Results**   * Initiate timely action to address important issues * Demonstrate a strong sense of ownership and commitment to achieving meaningful results * Put in persistent efforts to accomplish desired results * Pursue initiatives/efforts to successful completion and closure     **Establishing Trust/Demonstrate Integrity**   * Do not cover up problems or blame others for mistakes * Follow through on commitments * Is honest and direct in dealing with people * Act in accordance with policies and practices * Do not disclose confidential information   **Adaptability/Adapt & Learn**   * Demonstrate flexibility and resilience in response to obstacles, constraints, adversity, and mistakes * Readily and resourcefully adapt to changing needs, conditions, priorities or opportunities * Invite and incorporate feedback without becoming defensive   **Behavioural**   * Able to work in a highly pressurised and delivery focused environment * Excellent spoken and written English communication skills, able to clearly present and articulate proposals and solutions * Able to assume end-to-end ownership of technical solutions, from requirements analysis through to post-development support * Must be proactive, enthusiastic, flexible, and approachable * A creative and natural problem solver * Have high level maturity, able to give and receive constructive feedback * Committed and passionate about technology and software development * Attention to detail and accuracy are essential |

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| **Skills / Attributes**   * A degree or equivalent experience in either data management, information systems or computer science * Preferably hold a relevant Microsoft qualification in Programming and development * Strong knowledge of developing enterprise web-based applications * In depth understanding of writing testable software – unit test, integration tests * Good working knowledge of version control methods * Knowledge of customising and extending CRM’s, workflows * Strong analysis, design and development skills and experience * Data Modelling using appropriate tools * Web development using .Net and JavaScript * SQL database building and management with SSMS including SSRS, SSIS and SSAS |