Junior Software Engineer Job Description

Department: IT Department

Job purpose
To develop the software and tools to help the Digital team deliver great online products and services based on user needs and business objectives.

You will assess user needs, design a solution, and deliver working software in PHP or Rails as a prototype and then take that through development stages and into production, from where you will contribute to its continuous improvement.

This will require you to be able to manage your own time as well as that of other people in the team including designers, content editors and other developers, who are collaborating on that development project with you.

At each stage of delivery, you will be able to collect and analyze usage data through user interviews and web analytics tools and suggest next steps.

Source and nature of management provided
The junior developer will report to the Software Development Manager

Staff management responsibility
The junior developer will not have any line management responsibilities.

Special conditions
There are no unusual features of this job.

Main duties and responsibilities:

1. Plan, write, maintain, test and document code for company`s applications and platforms. Code will adhere to internal coding standards.

2. Function as an integral part of the development team, actively contributing towards the development of our tools, services, and platforms.

3. Review and contribute on a regular basis to the ongoing improvement of team practices and approaches with a view to making the team more effective and improving our service delivery. Where appropriate you will lead on delivering changes in working practices.

4. Conduct user research with other members of Digital Marketing and Communications to identify either improvements to our existing services or where new services could be developed.

You will from time to time be required to undertake other duties of a similar nature as reasonably required by your line manager commensurate with the nature and level of the post

Person specification

Criteria	Essential	Desirable
Qualifications		
BSc. Computer Science or Related degree/equivalent experience or extensive open source contributions	X	
Experience/Knowledge		
• Bachelor's degree in Computer Science. • Knowledge of basic coding languages including C++, HTML5, aspx.net, PHP, react JS or JavaScript. • Basic programming experience. • Knowledge of databases and operating systems. • Ability to learn new software and technologies quickly. • Ability to follow instructions and work in a team environment. • Detail-oriented. • Has developed a fully functional web application in a language of their choice	X	
Skills		
• Ruby	X	
• Ruby on Rails	X	
• SQL	X	
• HTML5	X	
• CSS	X	
• Client-side JavaScript		X
• Continuous integration		X
• Unit testing		X
• PHP		X
• Exposure to Agile or Lean project management processes (Scrum, Kanban)		X
• React JS		X
• User testing and research		X
Attributes		
• Strong analysis and problem-solving skills	X	
• Effective written and oral communication skills	X	
• Positive attitude	X	
• Conscientious	X	
• Good attention to detail	X	
• Can work well in a team	X	
• Committed to continuing professional development	X	