



Business and Position Analysis Report.

For the position of:

Senior FullStack Developer

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Agreement Prepared By:

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THE POSITION

Position Title:	Senior FullStack Developer
Organization:	Tegral Transport Equipment
Employment Term:	Full Time
Employment Length:	Permanent
Australia Location:	77-83 Lytton Road, Moss Vale, NSW 2577, AU
Vietnam Location:	Remote - work from home
Reporting To:	Andrew Noakes, General Manager

Is this role newly created?

- Yes

Overall Position Objectives

- As a Senior FullStack Developer, your duties is to design, develop, and maintain robust, scalable, and visually appealing web applications and websites that meet client and business specifications.
- This role requires a strong technical skill set to optimize web performance, ensure quality and responsiveness, and integrate APIs effectively.
- You will collaborate closely with cross-functional teams, including design, marketing, and sales, to implement seamless user experiences and support digital marketing initiatives.
- Additionally, the developer will stay current with industry trends and technologies, maintain high coding standards through regular testing and debugging, provide technical support, and contribute to the continuous improvement of digital solutions to enhance overall business growth and success.



Key Responsibilities

- **Develop and Maintain Websites:** Design, code, and modify websites, from layout to function, according to specifications.
- **Collaborate with the Design Team:** Work closely with designers to ensure the technical feasibility of UI/UX designs.
- **Optimize Web Applications:** Ensure the performance, quality, and responsiveness of applications.
- **Problem Solving:** Identify and resolve issues related to web development and functionality.
- **Stay Updated:** Keep up-to-date with the latest industry trends and technologies to ensure our solutions remain cutting-edge.
- **Testing and Debugging:** Perform regular testing and debugging to maintain a high standard of code quality.
- **API Integration:** Write and host API integrations for open-source software tools that the Tegral team & customers use.
- **Documentation:** Create and maintain technical documentation for web projects.
- **Client Interaction:** Communicate with clients to understand their requirements and provide technical support when needed.
- Develop, maintain, and optimize the company website to ensure it is user-friendly, efficient, and visually appealing.
- Ensure Google Analytics, Google Tags and Website are properly integrated to track website performance and user behavior.
- Collaborate with the marketing manager and sales team to implement and troubleshoot website features, landing pages, and other digital marketing tools.
- Provide technical support and guidance to the marketing manager and other team members as needed.
- Monitor website performance, identify issues, and implement improvements.
- Willingness to assist and support team members at all times.

Position Prerequisites

Experience

- Minimum of 3 years of professional web development experience.
- Proficiency in **HTML, CSS, JavaScript**, Python, and other web development languages.
- Experience with front-end frameworks such as React, Angular, or Vue.js.
- Knowledge of back-end technologies like Node.js, PHP, Ruby on Rails, or Python.
- Familiarity with database management systems like MySQL, MongoDB, or PostgreSQL.
- Understanding of responsive design principles and mobile-first development.
- Experience with version control systems such as Git.
- Knowledge of web security principles and practices.
- Knowledge of UX/UI design principles.
- Familiarity with Google Analytics, Google Tags, and other web analytics tools.

Education

- Proof of professional training, formal education, or sufficient in-real-life experience to validate the job of Full-Time Senior Web Developer.

Skills

- Strong problem-solving skills and attention to detail.
- Excellent communication and teamwork abilities.
- Ability to manage multiple projects and meet deadlines.



Key Performance Indicators

You will be delivering the agreed work to the agreed standard and to the agreed time unless changes to quality and timeframes are mutually agreed upon.

- **Code quality:** Maintain a high standard of code quality, with minimal defects and high readability.
- **Productivity:** Deliver features on time and meet deadlines.
- **Collaboration:** Work effectively with the team and contribute to a positive team culture.
- **Server performance:** Ensure server-side components are scalable, reliable, and performant.
- **Client interaction:** Communicate effectively with clients and third parties.
- **Technical documentation:** Contribute to and maintain accurate technical documentation

Delivery Expectations for

By 30 days

- You will understand the Business Process – how jobs are structured, company structure and personnel, processes, and procedures.
- You will be able to build relationships with the staff and communicate any issues during the onboarding and learning phase.
- You will be learning more about your team members and communication lines.
- You will be involved in the sprint process and your role and responsibilities for the milestones.

By 90 days

- You will have a firm knowledge of the role, processes, and technology and be able to complete tasks successfully.
- You will be working with minimal input from senior staff.
- You will also be a valuable member of the team, inputting ideas and giving suggestions on productivity.

By 6 Months and beyond

- You will be a clear cultural fit into Tegral, sharing a passion and commitment to good coding practices and output.
- You will also be scoping projects accurately and communicating effectively with the broader Tegral team.

Challenges upon commencement of the position

- The major challenge for this position is learning the nuances and processes of the role and organization.



THE ORGANIZATION

Company Overview

Tegral is a dynamic and innovative company committed to delivering cutting-edge web solutions to its clients. They pride themselves on their collaborative and inclusive work environment, where creativity and technology come together to create exceptional user experiences. A nimble team focused on the manufacture and supply of quality load protection products to the transport and logistics industry.

Social Media Sites

- **Website:** <https://www.tegral.com.au/>
- **Facebook:** <https://www.facebook.com/sharer/sharer.php?u=https://www.tegral.com.au/>
- **LinkedIn:** <https://www.linkedin.com/company/tegral-transport-equipment/>
- **X:** <https://twitter.com/share?url=https://www.tegral.com.au/>
- **Telegram:** <https://telegram.me/share/url?url=https://www.tegral.com.au/>
- **Pinterest:** <https://pinterest.com/pin/create/button/?url=https://www.tegral.com.au/&media=https://dev.tegral.com.au/wp-content/uploads/2022/06/logo-1.png>

Tegral Elevator Pitch

- To be a market leader in the development and supply of safe and efficient product protection equipment.

Mission Statement

- To ensure every load is delivered undamaged.

Core Values

- Nimble – In actions, hearts and minds.
- Smart Doers – Big picture thinkers, with a bias for action and getting stuff done.
- Reliability – In our people, products, and service.
- Energy and Passion – Boundless energy and passion for building the best-performing load restraint brand in Australia.
- Genuine Care – Doing what is best for the customer, with a genuine interest in their success.
- Open & Honest – Easy to read, deal with, and work alongside. Honest to a fault.

Business Goals

- ERP in place and functioning, the revenue of 5.8M AUD, website that enables b2b transactions



Why Do Employees Stay?

- Friendly, we hire good people and good values and treat them as similar individuals, a peer, and as friend
- We pay good bonuses if the company performs well
- We foster high performance

Why Do Employees Leave?

- Personal
- Not performing well

What Success Looks Like

- High performing people
- Capable enough to address and evaluate the issue.
- Solutions-driven members

What Failure Looks Like

- Highly intelligent individuals who lack humility
- Individuals with excessive ego or an inflated sense of self-importance.

Common traits of the type of person who thrives in Tegral

- Humble
- Kind
- Open to feedback

What type of person doesn't fit into the organization?

- Not humble, kind



THE TEAM

Andrew Noakes

<https://www.linkedin.com/in/andrew-noakes-737952213/>

Andrew Noakes joined Tegral in 2018 as an Operations Manager and transitioned into sales in 2020. He now holds the position of Sales Manager and serves as the interim General Manager.

Andrew is passionate about working with his team, fostering growth, and developing management and leadership skills within the organization. His dedication to talent development and leadership continues to drive success for Tegral.

Management Style

- Andrew has full confidence in the team's ability to complete the task efficiently and effectively.
- Andrew does not micromanage people.
- He values individuals who are flexible, solutions-driven, and consistently practice open and proactive communication.

Management Pet Hates

- He has a strong red flag for working with individuals who do not demonstrate humility.
- He values open communication and dislikes when individuals fail to interact, provide updates, or offer feedback.



MISCELLANEOUS

Shift Time

- 8:00 am to 5:00 pm, Vietnam Time, Monday to Friday.
- 11:00 am to 8:00 pm, AEST, Monday to Friday.
- Vietnam public holidays will be off.

Benefits

- 20 combined SL/VLs per year accrued from day one (you will have 10 accrued once you pass regularization).



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