

Introduction

Thanks for your interest. We hope this doc gives you the information you need about us and who we are looking for, but if you feel like you need to know more than give us a call. Crispin (developer and director) or Laine (developer and team leader) will be happy to chat.

Crispin: 0044 (0)1874 713072 / crispinf@esdm.co.uk

Laine: 0044 (0)1874 713089 / laines@esdm.co.uk

Who are we?

We are a small (32 and growing), well established and respected software consultancy with an impressive portfolio of predominantly mapping and database software used in the environmental and conservation sectors. Our clients include most of the major conservation and land management organisations in the UK and we also have some important overseas clients.

If you want to live and work in a National Park, undertake varied and challenging work, be part of a friendly and growing team and provide solutions to some of the UK's and Europe's leading conservation organisations - then we would like to hear from you (so long as you are also a supremely talented developer that is).

More information about the company can be found on our website at www.esdm.co.uk (which we know needs updating). Some information about 'CMSi', a recent and typical application can be found at www.software4conservation.com

Who are we looking for?

We need a software test manager – someone with wide experience of helping deliver desktop, web and ideally mobile projects, someone that knows how to plan and manage testing and QA to deliver on-time and to the satisfaction of all involved. You may well be a developer or system architect that has moved into QA and test management, and if you also wish to keep your hand in with occasional development then that's fine too.

We are looking for someone that can:

- Further develop our QA and test strategies and ensure these are optimised for projects with varying degrees of scale, complexity and risk.
- Mentor and manage colleagues to build testing and QA capacity
- Undertake hands-on testing
- Coordinate and manage the test processes in multiple projects with (typically 2 to 8 staff) and each lasting from several weeks to several months
- Help build in best practice processes for higher quality software directly at the design and development stages (e.g. TDD/BDD, unit testing, etc.)
- Can work closely with colleague at all levels and knows when to consult senior management / directors
- Has a strong technical background in .NET technologies and has experience of delivering web and desktop projects from small focused teams through to larger teams in multi-phase projects

A strong applicant will:

- Have experience in several of the above areas
- Be familiar working within teams using 'Agile' development methodologies
- Be confident in working closely with clients
- Hold graduate qualifications or have equivalent working experience

A very strong applicant will also have:

- Certification in a Project Management methodology.
- Software development / system architect experience
- Background in environmental management / life science discipline

What will you get?

- The opportunity to work with a talented and supportive group of developers and consultants on an apparently never-ending stream of development projects - each one presenting its own set of unique and interesting challenges.
- To provide solutions that make a difference (normally for the better) to the environment and conservation
- A high degree of autonomy with the ability to shape your own job and, if you have some good ideas, to help determine company direction
- The chance to contribute to all stages in the project lifecycle from requirements gathering through development and testing to delivery and support. Or if you prefer, just to focus on QA and testing – your role will evolve around your own particular strengths and interests.
- We will pay you. £30,000 - £36,000 is pretty much the range and you can expect to be towards the top if you are highly skilled with directly relevant experience. At the lower end you still have to be good (but not as good) and with bags of potential. We will also pay you overtime if you wish.

We are recruiting to permanent positions. Permanent positions are based in Talgarth in the Brecon Beacons National Park, although partial home working is a possibility.

What next?

We would like to hear from you if you are truly interested in working with us. If so, then please send us:

- A detailed CV
- A covering letter evidencing how you meet the above specification.

Deadline for receipt of applications is 09:00, Monday 5th January but earlier submission is strongly encouraged. Please email to Richard Griffiths: richardg@esdm.co.uk

Thank you