

Introduction

Thank you for your interest. We hope this document gives you the information you need about us and who we are looking for, but if you feel 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 / CrispinFlower@esdm.co.uk
Laine: 0044 (0)1874 713089 / LaineSkinner@esdm.co.uk

Who are we?

We are a well-established and respected software consultancy with an impressive portfolio of predominantly mapping and database applications used in the environmental and conservation sectors. We have no marketing or sales staff and our continued growth (we presently have 34 staff) is based largely on repeat work and the recommendation of existing clients.

We are a Microsoft Partner and so work predominantly, but not exclusively with Microsoft technologies. We also make extensive use of open source technologies, particularly around mapping. In the end we simply decide on the most appropriate tools for the particular project and the particular client.

In the last few months alone we have been working on dozens of interesting projects for clients including Natural England, the RNLI, the National Trust, Natuurmonumenten, the Welsh Government, English Heritage, The Ramblers, several local authorities, Wildlife Trusts and the Church of England! More information about the company can be found on our website at www.esdm.co.uk (which we know needs updating) and about some of our work at www.esdm.co.uk/portfolio.

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.

Who are we looking for?

We need a software test manager. They should have wide experience of helping deliver desktop, web and ideally mobile projects. They should also know how to plan and manage testing and QA to deliver on-time and to the satisfaction of all involved.

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
- Use automated software testing platforms
- Undertake hands-on testing
- Coordinate and manage the test processes in multiple projects, each with typically 2 to 8 staff and 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.)
- Work closely with colleague at all levels and know when to consult senior management / directors

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

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. £23,000 - £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 we would expect a good hands on tester wishing to develop their skills. 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 some remote working is supported.

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.
- Any requirements or preferences¹, for your work location.

Please note that CV only applications will not be considered.

Deadline for receipt of applications is 09:00, Monday 10th August. Please email to Richard Griffiths:
RichardGriffiths@esdm.co.uk.

Thank you

¹ Please make clear which.