**Developer**

**Context**

BBC News is one of the most popular sites in the UK and is trusted worldwide to deliver quality journalism across multiple devices.

Since the launch of the new responsive News site for Mobile, which redefined what's possible with Responsive Web Design, we are now focussed on rolling this approach out to tablet and desktop and across the 30 languages the BBC produces news in. You will be helping to deliver some of the only unbiased journalism available in some parts of the world.

We're based in the centre of London in Broadcasting House, a brand new building which provides a great working environment and houses the largest News Room in Europe. You will be working right next to journalists giving you direct feedback from users.

**Purpose of role**

We're looking for talented and influential developers to join our close-knit team and create an amazing product.

You'll be joining a progressive team and have the chance to influence one of the World’s largest sites.

We love modern development tools and practices, like:

* Responsive design
* Github
* Modern approach to Javascript
* Sass
* Behaviour Driven Development (BDD) with Cucumber

**Technical skills**

**Software craft**

* Ability to write good quality OO code including patterns and refactoring.
* Healthy interest in upcoming web standards and technology.
* Appreciation of the challenges faced building a multilingual site with languages such as Arabic and Hindi.
* Experience of Test Driven Development and automated Acceptance Tests.

**Performance**

* Experience of building high performance websites.
* Knowledge of strategies to improve performance (HTTP caching, language best practices)
* Experience of using profiling tools (ab, xhprof).

**Languages**

* Excellent programming skills in a server side language (Ruby, Python ,PHP), with good knowledge of common design patterns.
* Excellent JavaScript programming skills, with knowledge of developing modular applications.
* Strong HTML/CSS skills and dynamic stylesheets.
* Understanding of responsive design and cross-browser compatibility issues.

**Architecture**

* Solid understanding of the HTTP protocol.
* Understanding of Service Oriented Architectures and consuming RESTful web services (xml, json)

**Agile practices**

* Familar with Extreme Programming and working within a collaborative team.
* Ability to work with Product Owners and developers to write Acceptance Criteria
* Ability to pair with developers with a range of ability and knowledge.

**Engineering tools**

* Good understanding of Continuons Integration (CI) and experience of using a CI system (Hudson, Jenkins)
* Understanding of revision control systems (svn, git)
* Experience of developing build tools to streamline the deployment process

**Competencies**

1. **Leadership** - Ability to create a vision and inspire others to realise it irrespective of circumstance
2. **Analytical thinking** - Able to simplify complex problems, process projects into component parts, explore and evaluate them systematically. Able to identify causal relationships and construct frameworks, for problem solving and/or development
3. **Decision making** - Is ready and able to take the initiative, originate action and be responsible for the consequences of the decisions made
4. **Imagination/creative thinking** - Is able to transform creative ideas/impulses into practical reality; can look at existing situations and problems in novel ways and come up with creative solutions
5. **Resilience** - Can maintain personal effectiveness by managing own emotions in the face of pressure, set backs or when dealing with provocative situations. Can demonstrate an approach to work that is characterised by commitment and motivation.
6. **Influencing and Persuading** - Ability to present sound and well reasoned arguments to convince others. Can draw from a range of strategies to persuade people in a way that results in agreement or behaviour change
7. **Communication** - The ability to get one’s message understood clearly by adopting a range of styles, tools and techniques appropriate to the audience and the nature of the information.
8. **Managing Relationships** - Able to build and maintain effective working relationships with a range of people; team working
9. **Self Development** - Is able to identify and apply opportunities for own learning and development.
10. **Problem Solving** - Able to simplify complex problems, processes or projects into component parts, explore and evaluate them systematically. Able to identify causal relationships, and construct frameworks, for decision making and problem-solving. Transforms proposals/ideas into practical reality.