Entyce creative – web developer

# General info

* Looking for an experienced designer/developer
* Working alongside developers/SEO/designers/account managers
* Entyce works with web design/development, SEO, content, digital marketing, video marketing

# Why do you want to do this job?

* I am a creative person with an aesthetic eye
* Love solving problems – working out ways to bring ideas to life using code
* I like the combination of the aesthetic and technical aspects of the role, which really suits my skills and personality.

# Why do you want to work for Entyce?

* Great working environment
* Fun, dynamic team
* Striking design and quality products
* Knowledgeable staff
* Great portfolio of work
* Bright future – committed to developing the business.

# Why are you a good fit for the role?

* Good team member – helpful/collaborative/friendly
* Good sense of humour
* Hard working
* Creative
* Good problem solver
* Technically talented
* Aesthetic eye and a love of good design

# What relevant experience do you have?

* I first learned to program at university using C+
* I have also built my own website to promote a property company
* I have been learning HTML/CSS/Javascript over the last year and have really loved doing it.
* I have started building my own site and have big plans to improve it more in the future.

# Personal statement – elevator pitch

* Who are you?

Hi, my name is Tom Eagle and I am a junior web developer. I have learned a lot over the last year, teaching myself many techniques and programming languages (mainly HTML and CSS and I have a strong desire to learn more in the future and be at the top of my game. I’m looking for a position with a dynamic and successful digital agency to catapult my career and to develop and hone my skills.

* What can you do for me?

I am a developer with a promising future. I have already learned a lot in under a year and have already produced some great looking websites. With some investment in training me and exposure to your work, I know I can provide valuable technical ability alongside a keen aesthetic eye that will be a great asset to your business.

* Why should I trust you?

I can provide excellent references from people in the digital, media and other industries who have seen my work and have worked alongside me. They know that I am trustworthy, reliable and hardworking.

# Possible Interview questions

* Tell me about yourself

My name is Tom and I am a junior developer looking to get a foot on the ladder in this exciting industry.

* What do you know about the job (technical manager)
* Where do you see yourself in five years’ time?

Tell me about a time when you had to manage competing demands on your time?

Competency you need to demonstrate – an ability to prioritise

*Over the past couple of years, I have been studying part-time on a postgrad course, which involves a demanding study regime, and I am doing this alongside working full time and training for various sports. I have found that by planning and sticking to a timetable I am able to fit everything in and be successful in all areas. I have also learned to be efficient and to cut out non-essential or superfluous activities from my free time.*

Give me an example of a time you had to persuade someone to do something?

Competency you need to demonstrate – persuading others

*As a site manager, I was responsible for coordinating and assigning tasks to staff (who are often reluctant!). I find that I can motivate them by reminding them of their responsibilities and also by highlighting the positive benefits and positives of the job we do. We all get a great sense of achievement when we hit our targets and produce a great piece of work.*

## Tough questions to be asked

Why should we hire you?

What skills do you have?

What do you know about this company/product?

What are your weaknesses?

What are your ambitions?

# Can you tell us about a time when…?

# Competency based questions

## Teamwork

I have enjoyed working in teams throughout my career in all the businesses I have worked in, but particularly at urban wind where there was a relatively small operations team that had to work closely together to make sure that projects were brought to completion on time, to ensure that the turbines were operational before the Ofgem FiT deadline. This meant working under time pressure and maintaining excellent communication between all external and internal stakeholders.

I was a central member of the team, providing technical support and liaising with many different contractors and suppliers to ensure timely running of projects.

## Leadership

## Persuasive/influencing skills

## Dealing with difficult people

# Competency questions

## Team working examples

# Do you have any questions?

* What does the training involve?

## Questions I could ask

 Promotion **opportunities** – what could I expect to be doing in two years’ time?

 Performance – how is this monitored or assessed?

 Qualifications – what further study could I do? (Check the employer's literature first)

 Retention – how long do people tend to stay?

 Next **steps** – when will you hear about the result of the interview? Will you be offered feedback?

Job environment -?

Progression - What would be the next steps up from this job?

Company culture – what is it like?

Training – what sort of training and courses can you offer?