Job Title: Software Developer

Reports to: Head of Development

**Purpose of Job: Development of websites and web applications, including CMS configuration, front-end presentation layer integration, business logic handling and back-end database implementation**

Main Duties:

* To act as the main point of contact for ongoing support clients.
* Application design including data flows, core logic, back-end database integration, 3rd party integration and use of cloud-based services.
* Configuration of CMS (WordPress, Drupal etc.), implementation of page templates, post types, plugins, custom functionality etc.
* Implementation/integration of presentation layer (i.e. HTML/CSS/JavaScript front-end), application logic and back-end database structures
* Defining, providing and consuming webservices, and other software integration logic
* Analysis of customer requirements (including direct contact meetings) and assisting with project budgeting and scheduling
* Liaison with teams/individuals (e.g. designers, account manager, 3rd party providers) to develop and refine high-level design concepts
* Assisting with the creation of system architecture and technical documentation
* Maintenance and evaluation of changes to existing applications (both in-house and 3rd party developments)
* Working as a team player as part of a small development team at all levels, including taking on the role of project leader and being responsible for individual level projects
* Adhering to in-house standards on development practices e.g. security, source control, coding style guides, processes, as well as formal standards such as WCAG accessibility and W3C best practices for HTML/CSS. Aiding the further development and adoption of the above
* Mentoring and providing support for junior developers, implementing code reviews, and driving team initiatives
* Performing other duties as directed

Personnel Specification

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Education:

* Minimum 2 ‘A’ Levels (or equivalent)
* 3rd level education in relevant discipline

Experience:

* Proven experience of web-based application programming and database design/integration with particular knowledge of PHP, MySQL, HTML, JavaScript and CSS
* Previous experience in producing secure, compliant, performant and accessible websites, with complex business logic and integration with APIs
* Previous experience with at least one “off-the-shelf” CMS platform. Specifically, experience of Drupal and/or WordPress would be a distinct advantage.
* Experience of front-end frameworks such as jQuery and Foundation/Bootstrap, and back-end frameworks such as Laravel or Symfony
* Proven experience of project management fundamentals would be an advantage
* Proven experience with the administration of the hosting platform and related software, e.g. Linux, Apache, NGINX, MySQL
* Experience with source control and automated deployments systems
* Strong ability to work with administration and customer support to identify issues and formulate solutions to automated processes

Skills:

* Proven ability to analyse/develop/maintain web, intranet and extranet sites to company specifications at any point in a project lifecycle
* Strong ability to debug issues quickly and methodically on business-critical applications
* Able to utilise rapid development techniques in an agile environment
* Able to formulate database queries and develop functionality with minimum impact on infrastructure
* Excellent interpersonal and communication skills
* Able to resolve issues effectively in a timely fashion

Knowledge:

* Up-to-date knowledge of relevant IT/Internet technologies and their application

Attributes:

* Good team player
* Flexible
* Enthusiastic/Self-motivated
* Creative problem solving (out-of-the-box thinking)
* Work well under pressure and able to deliver to tight deadlines

Other:

* Prepared to work overtime as required from time to time for development schedules