Role Definition

Job Title: Senior Developer

Reporting to: Lead Developer on a day-to-day basis and ultimately to the Head of Information Systems

Responsibilities

- Collaborate with Lead Developer to establish development standards and frameworks for streamlined, high-quality, and maintainable code.
- Lead and manage development projects, participating in the full software development life cycle.
- Analyse problems, create backlog items, and assist in estimating effort and timelines for development tasks.
- Write clean, efficient, and maintainable code following best practices and coding standards.
- Perform code reviews to ensure code quality, performance, and adherence to guidelines.
- Mentor and guide mid/junior developers to help them grow their skills.
- Collaborate with cross-functional teams to deliver high-quality software.
- Optimize and refactor existing codebases for improved performance, scalability, and maintainability.
- Stay current with the latest technologies, frameworks, and industry trends.
- Contribute to technical documentation, including architecture diagrams, API specifications, and user guides.
- Participate in Agile/Scrum ceremonies and communicate effectively with technical and non-technical stakeholders.
- Continuously improve the development process by proposing and implementing enhancements.
- Provide technical support, investigate, and resolve user-reported bugs and issues.
- Collaborate with the support team to triage and prioritize user tickets based on severity and impact.
- Proactively communicate with users about known issues, workarounds, and upcoming fixes or updates.
- Participate in post-incident reviews and contribute to preventive measures and best practices.
- Participate in the hiring process of other members of the team.
- Contribute, or otherwise assist, as required.
- Equity, diversity & inclusion (EDI) is a core priority. To support and champion the embedding of this focus as a collective workforce responsibility, EDI should be integrated, where relevant, into all workstreams.
- Thorough knowledge of and compliance with Foster + Partners procedures and standards.

Qualities and Skills Required

- Legally able to work in the country in which the position is based.
- Able to demonstrate ability to undertake the above responsibilities.
- 3+ Years Experience.
- The ideal candidate will be proficient with Angular, C# and SQL.
- Cloud experience hosting on and using Azure services.
- Experienced in developing and integrating front end applications with back-end services using REST API, Web services, JSON, JWT authentication tokens etc.
- Must have worked closely with other developers, user experience designers and the rest of the business teams to deliver applications.
- Must have experience of agile software development practices and working collaboratively in a fast-paced team environment.
- Understanding of CI/CD pipelines and general IaC practices.
- Proficient developing clean, efficient, responsive, maintainable, and extendable code

- Proficient with Sass or similar CSS pre-processor (e.g. LESS)
- A strong focus on aesthetics, standards, and accessibility.
- A strong interest in embracing new technologies to develop compelling applications.
- Managing projects using Agile methodologies.
- Able to manage sensitive and sometimes confidential information.
- Good interpersonal skills and able to work independently and as part of an effective team.
- Flexible attitude.
- Able to build good relationships at all levels, internally and externally.
- Resilient to cope with conflicting demands, able to prioritise duties and work effectively under pressure.

Desirable

- Empathy with a creative environment.
- Umbraco knowledge would be useful.
- Knowledge of front-end testing framework like Protractor, Mocha etc.
- Knowledge of back-end testing frameworks like NUnit or xUnit.

This description reflects the core activities of the role but is not intended to be all-inclusive and other duties within the group/department may be required in addition to changes in the emphasis of duties as required from time to time. There is a requirement for the post holder to recognise this and adopt a flexible approach to work. Job descriptions will be reviewed regularly and where necessary revised in accordance with organisational needs. Any major changes will be discussed with the post holder.