

Senior Full Stack Developer Job Description

Description of your role at Crafted

Prepared by Lee Margetts, Marc James, Liz Smyth & Nicole Noble
Classified as confidential

Employee {Name}

Department Development

Reporting to Lead Full Stack Developer

Salary range Dependant on experience; contributory pension, 25 days holiday plus 8 Bank Holidays

Benefits

Crafted offers a comprehensive benefits package in addition to remuneration, contractual holiday, an annual pay review and personal development programme and auto-enrolled pension scheme. Full details available from the HR Manager.

- Private Medical Insurance with Vitality Health (p)
- Free Gym Membership at Pure Gym Ipswich
- Employee Assistance Program (EAP) with a perks platform
- Lieu day for Charity work or money raising for a Charity
- Additional days holiday for length of service over 2 years (p)
- Access to a 6 -week sabbatical in your 5th year of service
- Cycle to work scheme (p)
- Season ticket loan (p)
- Blood donation during work time
- Access to Bronze, Silver and Gold awards for recognising excellence throughout the year
- Monthly Friday socials
- Clubs that are run in-house e.g. Book club, football
- Regular chair-based massages
- Complementary weekly lunchtime yoga
- Daily breakfast including cereal, yoghurts, toast etc....
- Free Fruit, healthy snacks and stocked drinks fridge
- Unlimited tea and coffee (Bean to cup machine available)

The above are non-contractual benefits, and some are subject to a successful probation period (p) and some are suspended due to the covid-19 pandemic.

Senior Full Stack Developer Job Description

Description of your role at Crafted

Skills and Experience.

1. Job purpose.

Summary of the main objectives of the job.

As a Senior Full Stack Developer with a Microsoft .NET background, you will have a wealth of knowledge and experience working on both front-end and back-end code. You're a respected technical authority, focusing on code, craft and learning to keep up-to-date with the latest technologies, trends and frameworks.

You will work on a wide range of projects for our clients, across a wide range of sectors in a fast-paced agency environment.

You will specialise in developing and supporting public facing CMS-driven websites but you will also have the opportunity to work on ecommerce websites, membership-based websites, integrations, cross platform mobile applications, web applications and bespoke internal and external systems.

You will often be the lead developer in larger project teams, leading by example as the main technical influencer, providing guidance and mentoring to other developers as well as supporting the wider project team, which may include QA analysts, designers, our search team and your project manager. But whether you are working as part of a team or individually, it'll be your responsibility to ensure we not only build the right things but build the things right.

You will strive for technical excellence, ensuring development best practices are followed, the design and user interface have been implemented to our required high standards and the end product is fast, robust, secure, SEO friendly and compliant.

You care about code, but you also demonstrate initiative, ownership and commercial awareness to support our project managers in delivering our projects on time and to budget.

2. Position in the organisation.

Details in relation to immediate supervisors, peers, subordinates.

The development department, headed by the Technical Director, comprises a Full Stack Team, Technical Architect, DBA and Senior DevOps Engineer. As a Senior Full Stack Developer, you will be a member of the Full Stack Team reporting to the Lead Full Stack Developer.

Your day-to-day work responsibilities will be managed by a client-specific project manager, who has overall responsibility for the definition and delivery of the project and is also the client's first point of contact. It will be your responsibility to support the project manager through the full project lifecycle, understanding client requirements, defining the technical implementation, estimating the development effort required, coding and finally, ensuring it is deployed successfully. You will support the project manager when technical support is required on client calls and online meetings and be able to communicate effectively with technical and non-technical stakeholders.

You will be working in a fast-paced environment, where you will work with other members of the development team on larger projects, as well as on your own on smaller projects or retainer-based work.

You will also work closely with our dedicated QA analysts who will test all of your work and our Senior DevOps Engineer who will help set-up the CI pipelines for build and release management. You will also work with other parts of the agency during the project lifecycle, including our in-house design team, providing a technical steer during the wireframing and design phase and with our search team advising and implementing the SEO and CRO requirements.

Senior Full Stack Developer Job Description

Description of your role at Crafted

You will be working in a friendly and supportive development team where we collaboratively share and learn from each other to produce high quality solutions for our clients.

3. Tasks and responsibilities.

Examples of key accountabilities of the role.

- Full stack development to specification, timeframe and budget, following development best practices and patterns.
- Supporting the project manager in understanding client requirements, estimating development effort and supporting the project manager on technical client calls when required.
- Principal developer on large projects, supporting the project manager in the planning and specification of development sprints and tasks, taking overall responsibility for ensuring the development standards and practices are maintained.
- Support and mentoring to the project and wider development team.
- Working on new projects using a semi-agile methodology, working in two weekly sprints with daily standups, using Microsoft Azure DevOps and Atlassian JIRA project management software to manage product backlog and workflow.
- Working on retainers for our existing clients, extending and enhancing our existing websites and applications to the same high standards and practices as new projects.
- Troubleshooting and resolving support issues.
- Supporting the Senior DevOps Engineer to set-up build pipelines and CI automation where needed and to ensure your code is planned and deployed to production environments with minimum disruption to end users.
- Writing technical specifications and project documentation where required.
- Sharing knowledge, ideas and solutions with the wider development team in weekly development meetings or knowledge sharing sessions.

4. Job dimensions.

Detail of behaviours and requirements of the role.

- Championing our preferred development platforms and frameworks including Kentico, Umbraco and nopCommerce, ensuring you have the skills and knowledge required to leverage the platforms to their maximum capability.
- Looking for opportunities to improve efficiency, quality or capability in development practices.
- Leading by example in your attitude and commitment to delivering projects to time and budget.
- Focus on producing robust code and functionality, testing your own code to minimize issues and bugs raised through QA testing.
- Taking ownership for the quality of your own work and the work of other developers working with you, ensuring code is clean, efficient, testable and meets the functional and technical specification.
- Commercial awareness, balancing commercial, functional and development requirements with project deadlines and budget, communicating effectively with your project manager where needed.
- Ability to challenge or question requirements and solutions in a positive and constructive manner.
- Taking ownership for ensuring the deployment of your work has been considered and planned to ensure a successful deployment, with minimal disruption to end users.
- Working with other members of the development team and wider agency with a collaborative and supportive attitude.
- Ability to quickly learn and adapt to new frameworks, platforms and technologies, to be able to support existing and future projects in a time of constant evolving technological change.

Senior Full Stack Developer Job Description

Description of your role at Crafted

- Willingness to share knowledge and support other members of the development team through code reviews and mentoring.
- Ability to communicate effectively with technical and non-technical stakeholders and keeping your project manager up to date with progress and any issues which could cause an impact to project deadlines.
- Keeping up to date with new and emerging technologies.
- Good time management and commercial awareness to effectively manage your workload when working on multiple projects.
- Embracing the fast-paced environment and variety of projects, technology stack and platforms.

5. Experiences and competencies.

Details of knowledge, skills and experience required of the role.

- Experienced .NET C# developer with excellent front-end development knowledge and skills.
- At least 5 years of commercial experience, ideally having worked in an agency environment.
- Experience of working on public facing responsive websites (rather than just internal applications or software products).
- Experience developing using CMS platforms, ideally using Kentico or Umbraco but any CMS platform experience is beneficial, such as Sitecore, SiteFinity, Episerver and/or any headless CMS platforms.
- Familiarity with agile methodologies and project management tools such as Microsoft Azure DevOps and Atlassian JIRA.
- Good analytical and problem-solving skills.
- Good time management and communication skills.
- Experience mentoring or supporting peers.
- Commercial awareness with experience working alongside project managers to estimate and plan development work.
- Experience being technical lead on projects working with other developers.

Front-end development requirements

As a full stack developer, you will not be required to develop the full standalone front-end templates, components and assets (HTML, CSS and JavaScript), although if you have the relevant experience there will be opportunities available. However, you will require excellent front-end knowledge to be able to modify and implement them, including:

- Hands-on HTML, CSS and SASS skills.
- Experience working on responsive sites, using custom CSS or frameworks such as Zurb Foundation or Twitter Bootstrap.
- Good JavaScript and ES6 experience.
- Experience using Javascript frameworks such as JQuery and Vue.JS (our preferred frameworks), but any experience using similar frameworks such as Angular or React would be beneficial.
- Experience of using task runners such as Gulp and/or bundle systems such as Webpack.
- Knowledge of SEO best practices and considerations including semantic HTML, Schema, Twitter/OpenGraph, GTM and tracking, page speed and auditing using Google Lighthouse etc.
- Any experience using map APIs such as Google Maps or MapBox.

Back-end development requirements

- Microsoft .NET C#.
- ASP.NET MVC5 and/or ASP.NET Core 3.

Senior Full Stack Developer Job Description

Description of your role at Crafted

- API development with Web API. Any experience of Open API (Swagger), GraphQL and Azure API Management is beneficial.
- CMS experience, using any from Kentico, Umbraco, Sitecore, Sitefinity or headless CMS platforms such as Contentful or Kentico Kontent.
- Desirable:
 - ASP.NET web forms to support existing websites and applications.
 - Ecommerce, payment gateways and any experience using NopCommerce.
 - Experience integrating websites with third party systems and CRMs such as Microsoft Dynamics.
 - Microsoft SQL Server database design, TSQL, troubleshooting and tuning.
 - Entity framework or other ORMs.
 - Marketing automation platforms.
 - Authentication and single sign-on solutions using Identity, OAuth, Azure AD etc.
 - Experience with dynamic PDF generation.
 - Any experience using Azure Cloud services such as Queues, Functions and Webjobs.
 - Writing unit and integration tests.

DevOps requirements

DevOps is managed by our in-house Senior DevOps Engineer but any experience of the following will be beneficial:

- Source control using Azure DevOps Git repositories, branching strategies such as GitFlow, or similar.
- Azure Cloud hosting, including AppService, Azure SQL, App Insights, Redis Cache, blob storage etc.
- AWS cloud hosting.
- IIS, DNS, SSL, CDNs and SMTP.
- Load testing.
- CI build pipelines, ideally using Azure DevOps or GitHub.

Other desirable skills

- Any mobile app development experience, either native or using cross platform frameworks such as Xamarin or React Native.
- Headless CMS experience using Kentico Kontent, Contentful or similar.
- Modern web development approaches, including JAMStack and static site generation.

Behaviours.

We're looking for someone who is proactive, passionate, respectful, and willing to collaborate.

As a Senior Full Stack Developer at Crafted you will be tasked with developing solutions in a wide range of scenarios using your skills in full. You will not be working on a single system, or even a small part of a bigger system forever. You will work in an exciting fast paced agency environment where you will need to get things done quickly and efficiently but to a high standard of quality. The role is for someone who loves variety and pace in their work and can work collaboratively with a range of people. Because we're an integrated agency, integration and discussion with other stakeholder teams such as the SEO or Design team is welcomed and encouraged.

At Crafted we are focussed on working better, not just harder. You will be keen to show your ability to come up with creative and effective solutions to problems, taking on board the need to keep to budgets and timescales agreed with the client. You will also take on feedback and seek support where needed.

Senior Full Stack Developer Job Description

Description of your role at Crafted

Crafted's values.

Go Deliver

- Best for our clients
- Keep our promises
- Taking pride in our work
- Take ownership
- Expertise, quality and commitment

Go Together

- Be dependable and considerate
- Respect; for clients and colleagues
- Flexibility and willingness to help others
- Supporting a friendly and fun environment

Go Beyond

- Finding solutions to problems
- Contribute outside your speciality
- Thinking bigger
- Impact outside of our four walls

Go Deliver.

Taking ownership of delivering against a project or activity. Showing professionalism and integrity when representing Crafted and its clients, both within the office and externally. With a love for what you do, you'll take pride in and produce high quality work and be detail-orientated to ensure we're delivering the best possible service.

Go Together.

A collaborative, supportive and respectful approach to your work. Be a positive role model for others and ensure that colleagues can depend on you by taking responsibility for your work. Maintain flexibility in an ever-changing workplace. Be open to change and improvements in our industry, work, services and environment. Support our culture of helping each other and our clients.

Go Beyond.

By being proactive, you'll pre-empt issues and challenges, contributing your suggestions for improvements. By caring about the agency, our impact, and our clients, you'll add value outside of the day-to-day. Continue to build trusted partnerships with existing and new clients through outstanding work and genuine relationships. We don't strive for performance, but out-performance.

Declaration.

This job description is not exhaustive but is provided to assist the post-holder to know what their main duties are. It may be amended from time to time without changes to levels of responsibility appropriate to the grade of the post and in discussion with the post-holder. Crafted is an equal opportunities employer.

Senior Full Stack Developer Job Description

Description of your role at Crafted

X

Signed for and on behalf of Crafted Media Ltd

By:

Date:

X

Signed for and on behalf of the employee

By:

Date: