



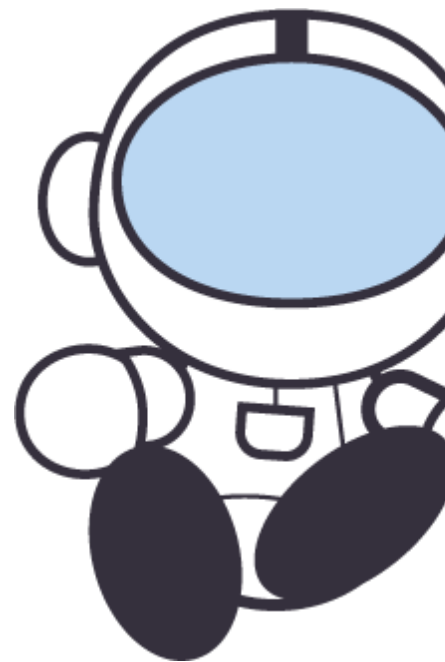
Senior/Lead Developer

Role information

Date: November 2018

Version: 1.0

Authors: Peter Robertson, Julia Cater



Background

We are a digital production agency with an in-house team of software engineers, creatives, designers, editors, cameramen, web developers and producers, who create engaging designs, content and well-crafted technology for companies, charities, and brands of all sizes.

Covering the UK from offices in Piccadilly Circus London, and central Carlisle, we create websites, apps, frameworks, service-layers, proof of concepts and prototypes using a range of technologies. We are primarily technology agnostic with specialist skills utilising Ruby on Rails, Symphony, Drupal, and ElasticSearch in order to solve unique and often complex challenges.

You will be looking for a diverse and different company where you can feel part of a family. You will relish openness and transparency as you don't believe in hiding behind processes, or account management. We hope that you will enjoy interacting directly and openly with clients but we also recognise that this doesn't suit everyone and may on some occasions be able to tailor work accordingly. We often invite clients to drop into our offices and encourage them to see what is going on in relation to their work. Indeed on many occasions, we embed clients within our teams during a project.

We are very proud of our record of success and happy clients, and equally of our honesty and quality. We passionately believe that we can create a product, with exacting standards and architecture that is affordable and enjoyable. All our projects are governed by our unique Product Quality Framework (PQF), drawing together technical standards, procedures, and methodologies into a single measurable framework.

Like us, you will take security and data protection very seriously. You will know that a good approach to both requires effort across the full project stack, and across the whole team - from physical office security to real-time threat protection.



You will enjoy working collaboratively using tools and processes that help us create a single team with our clients. We ensure that we are creating assets such as processes, runbooks, backlogs, policies and ways-of-working that promote long-term relationships.

In some cases, we form the sole technical skills that an organisation has, and in others, we align ourselves with an existing skilled and knowledgeable team. You will enjoy the flexibility and variety to use your wide-ranging skills to deliver a diverse range of services.

In this role you will spread your time between leading projects, architecting solutions, contributing significant quality software to projects, , and contributing to the effectiveness of our business in a wider sense by improving standards, efficiencies, solution design, teamwork and methodologies, and by giving thought leadership and peer review. You will enjoy the flexibility and variety to use your wide-ranging skills to deliver a diverse range of services.

You are likely to be an experienced developer with delivery capability above all else. On top of that, you may also have ambition to broaden your expertise further such as through mentoring or managing people, or helping the business adapt to new technologies and methodologies. Expertise in Drupal would be very helpful.



Role responsibilities

Development

- Provide development, code and technical solutions for client issues/ requests.
- Produce well-architected, high-quality, maintainable software aligned with our development standards.
- Help evolve and improve our development standards company-wide.
- Liaise with clients and other third parties to provide the service they require.
- Influence the team throughout the software project lifecycle.
- Maintain the quality of your own code whilst monitoring the output of others and providing feedback and suggestions when appropriate.
- Work with our business development people to provide technical input for quotes and proposals.
- Write and review specifications and other technical documentation as required.
- Estimate time and costs for quotes and proposals.
- Write and review specifications and other technical documentation as required.
- Work with the project lead and other stakeholders to drive project progress.
- Identify and manage risks to successful delivery.

Business

- Lead projects or new internal initiatives which bring benefit to our business competitiveness and effectiveness.
- Have input in staff development conversations and initiatives.
- Provide feedback and mentoring to colleagues and more junior members of staff through code reviews or other feedback loops.

General

- Keep up to date with industry trends and developments to ensure you stay at the forefront of your expertise and we are able to keep improving and expanding the services our clients receive.
- Manage your time and priorities effectively.



The type of person we expect will suit this role

Technically you will have:

- A number of years solid hands-on experience completing website builds in Drupal 7 and ideally 8, including custom modules, module configuration and theming using Views, Fields, Panels, Webform and a wide range of standard Drupal modules.
- Experience and demonstrable expertise of the full stack in building web-based software in PHP frameworks such as Symfony and Laravel, and using databases such as MySQL and Postgres.
- Experience testing, maintaining and troubleshooting.
- Expertise in custom Drupal module development, key contributed modules and core API.
- Expert understanding of HTML, Javascript and CSS.
- Expert understanding and experience of git, and experience of continuous integration techniques.
- Experience using automated testing frameworks.

Interpersonally you will have:

- Ability to work as part of a remotely dispersed team.
- Ability to provide feedback and mentorship of others.
- Good communication ability – written and verbal - in English.

Personally you will have:

- Ability to work on multiple projects at once whilst also prioritising your own workload and time.
- Attention to detail.
- Pride taking responsibility for the quality of your work.
- Knowledge of the commercial cost implications of time spent on projects.
- Interest in the development and expertise of others.
- The right to live and work in the UK.



In return we offer

- A competitive salary depending on your experience.
- We would prefer full-time, 37.5 hours per week Monday to Friday, but are open to discussion about part-time working
- We try to balance flexibility of home working whilst recognising that nothing beats face to face contact with colleagues. Therefore we are flexible about exactly where you are located, but ask that you are able to access to our offices in Carlisle and/or London at least twice a week at your own expense.
- Pension, company profit share (equates to up to 8% of your salary), life assurance.
- Being part of a small, fun team within an expanding digital agency environment.
- Benefiting from a flexible output oriented work ethic

You will report to our Technical Director in the southern office.

How to apply

Please send your CV and covering email explaining your motivation for applying, to careers@upbeatproductions.com. Please also tell us your current salary package and salary expectations. Your email is your opportunity to explain what ambitions you have and how your approach matches ours.

Sorry, no agencies.

