Lead Developer

A&C – Web Development

Hiring Manager: Richard McGavigan

If you'd like to have a confidential conversation about this role, please email richard.mcgavigan@Penna.com

Penna

stafford long + partners

ABOUT THE ROLE

Brief

- We're Penna and Stafford Long, award-winning agencies that work together to help employers to recruit the best people. As specialists, we know how tricky all of this can be. Which is where our Web Development team comes in. We're here to make sure that our clients attract the best people and we do this through digital solutions. We're always looking to push boundaries and expand our development offering.

- We're looking for a talented **Lead Developer** to work across the Penna and Stafford Long brands. You'll be responsible for driving the development on all our projects producing websites, web applications and custom solutions that look great and beat client expectations. You will also be maintaining existing applications. You'll be guiding the technology platforms we use to build our solutions across a range of big name commercial and public-sector clients.

- Existing projects include websites, in-house website builder, live event platform, onboarding product and Interactive assessment tools. There are apps as well to add to the mix.

Role Purpose

- Translating UI/UX design wireframes to actual code

- Developing new user-facing features

- Optimising web pages for maximum speed and accessibility

- Bridging the gap between graphic design and technical implementation

- Collaborating with other team members including designers and project managers

- Lead designer for overall architecture of web applications

- Advisor for technical solutions, supporting the Head of Digital

- Assist in writing technical documentation to support the work that you undertake, and share your knowledge with the rest of the team

WHAT YOU'LL DO

- Working on live projects. This involves working closely with the team and wider departments including Project Manager, Client Partner and others in the creative team to create and deliver digital solutions e.g. websites, web apps and custom applications.

- You will be creating new technology based solutions to solve client briefs. You get to test out new software/platforms and recommend how and where they can be used.

- Infrastructure. We have an existing server estate that require knowledge to support on an ongoing basis and to set up new project environments

- New technology/software. Keeping yourself up to date on coding practices and identifying new ways of working. Our projects are always unique and we develop solutions to match.

- Technical documentation. You will be required to assist writing supporting technical documentation alongside the Head of Digital.

- Knowledge sharing. No process is perfect, we want you to help create and develop our process flows and keep the organisation informed.

A typical week might be
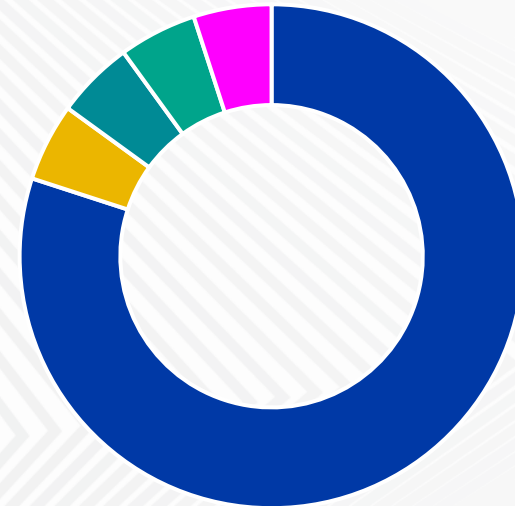
- Working on live projects
- Infrastructure
- New technology/software
- Technical documentation
- Knowledge sharing

KEY RELATIONSHIPS

PERSONS/COMMUNITIES	NATURE OF RELATIONSHIP
Richard McGavigan (Head of Digital)	Direct line manager
Creative, Client Partners, Project Managers, Strategy, Digital	Key internal relationships

PERSONAL ATTRIBUTES, SKILLS, KNOWLEDGE, AND EXPERIENCE

- Experience working with graphic designers and project managers to understand business needs and convert designs to interactive web pages. Comfortable working with Adobe Creative Suite

- Experience using code version control systems (git, github, bitbucket)

- Experience learning new technologies and product development

Front-end skills

- Writing responsive HTML5 / CSS3, using vanilla JavaScript and working with JavaScript frameworks and libraries (React, jQuery)

- Knowledge of accessibility best practices and accessibility testing tools (WAVE, Axe, Lighthouse)

- Cross-browser compatibility testing

- Experience of integrating with web services and APIs, including REST endpoints, websockets, etc

Back-end skills

- Understanding and applicable experience of working with AWS (S3, CloudFront, Route53, Lightsail, Amplify)

- Experience with MySQL, Postgres, node.js

- Working knowledge of setting up and managing domain names: DNS, SSL certificates, etc.

- Understanding and implementation of security and data protection.

- Experience with PHP and open source PHP CMS (WordPress)

- Other CMS experience in Umbraco is advantageous and working with SQL

- Solid understanding of web servers and experience in managing infrastructures efficiently

- Ability to work on own initiative with minimal supervision and guidance

PENNA'S COMMITMENT

We are a family at Penna and believe in fairness and equality across all approaches to recruitment, development, opportunity, and responsibility.

Diversity Promise

Our promise is to organise our services in a way that is universally accessible and useful for everyone. To do that well, we believe we need to create and sustain a workforce that's more representative of the candidates and clients we serve.

Penna is committed to creating a diverse and inclusive workforce that respects and embraces difference. Our employees and our company thrive when we get this right. We aim to create a workplace that celebrates the diversity of our employees, clients, and the contractors we work with. We will endeavour to create recruitment solutions that work for everyone by including perspectives from backgrounds that vary by race, ethnicity, social background, religion, gender, age, disability, sexual orientation and national origin.

Our internal programmes and external work with our clients make us proud to be an Equal Opportunity and Inclusive Employer.

If you have a disability or health condition that requires accommodation or reasonable adjustments made during the recruitment process, please let us know by emailing people@penna.com.

Our full guidance and commitment to your application and how we may use your personal information during the application process can be found here: https://www.penna.com/candidate-care/ and https://www.penna.com/privacy-policy

Together we are better, together we are Penna.

PENNA BEHAVIOURS

We all aspire and work towards demonstrating the behaviours consistent with the Family values; Accountable, Supportive, Collaborative and Inspiring as listed below:

ACCOUNTABLE Does what they say they will do	• Builds open, honest and realistic relationships with customers and colleagues • Reliable and acts with integrity • Determined and passionate about delivery of the best • Accountable and inclusive
SUPPORTIVE Creates an environment where people can give of their best	• Seeks to understand the needs and concerns of others • Creates a learning environment • Seeks feedback from other in order to learn and develop • Inspires others to achieve their goals
COLLABORATIVE Works as part of one team	• Pulls together to put the customer first • Support colleagues without waiting to be asked • Helps others succeed and celebrate their success • Actively looks to break down barriers and finds ways to work together
INSPIRING Creates new possibilities	• Comes to work to make a difference, sets high goals and gives 100% personal energy • Believes in what we do and demonstrates this through actions • Regularly challenges thinking and is open to new ideas and ways of working • Has ambition and confidence to do things in new ways and to create and deliver inspirational solutions