

Job Description

Job Title: Principal Developer

Reporting To:	Engineering Manager (Development)
Responsibility for Others:	None
Location:	Horsham/Brighton
Hours of Work:	Monday to Friday 9.00am to 5.30pm with 1 hour for lunch
Any Special Requirements:	None

Overall Purpose of the Job:

Senior, highly skilled, hands-on, technical ambassadors within the Development team.

Amongst their typical development tasks, they will work on broader, architectural implementations across our application suite. They serve as technical pillars to drive not only quality but also to instil an appreciation of the many other related areas of software delivery (e.g. operations, architecture, performance, security, etc)

The core technologies used are:

- Azure PaaS and IaaS
- HTTP API's, Messaging with NServiceBus and Containers
- SPA Technologies such as React, and Blazor
- C#, ASP.NET Web forms, ASP.NET MVC, ASP.NET Core
- Typescript and Microsoft Web Technologies
- SQL Server, Azure Storage, and No SQL
- git, Team City and Octopus

Key Activities & Responsibilities:

- Working very closely with the architects – helping to shape, verify and implement solutions. This includes performing Proof of Concepts to aid in architectural decisions
- Implementing broad, structural / framework changes across our code base. When necessary producing detailed documentation for their implementations to allow other technical resources to understand and adopt their work effectively

- Monitoring / policing code quality. Training the Development team on new techniques, new frameworks as well as best practices
- Quality and operationally lead in equal proportion. To ensure that the operational maintenance overhead of our solutions is always considered and kept to a justifiable and minimised state
- Investigate and propose solutions / patterns to tackle technical debt
- Leading by example – being a benchmark of technical and behavioural excellence
- Being a mentor to other members - helping to grow the level of technical knowledge
- Being a senior technical representative of the Development team to the wider company and external parties (including recruitment fairs)

Required Skills/Experience:

- Highly skilled developer, with a broad and deep technical acumen. Over 10 years' experience of developing and delivering software
- Experience of the full development cycle, from initial requirements gathering through to go live
- Extensive experience contributing / implementing large architectural frameworks (ideally Distributed)
- A deep appreciation of the world outside of Development – understanding the pressures and challenges facing key stakeholders across the business
- Good understanding of CI / CD
- Strong leadership skills. Even though the role is not a line manager, Principal Developers must understand leadership and be able to manage others to adopt their frameworks and work with individuals to ensure best practices are followed
- Experience of evaluating third party libraries / tools and embedding them into an existing code base
- Good understanding of Agile methodologies (especially SCRUM and LEAN)

Desirable Skills/Experience:

- Deep understanding of Distributed Architectures, including typical technologies available to support the approach
- Experience of SAFe
- Experience of cloud solutions (e.g. AWS, Azure)

Personal characteristics:

- Open and honest
- Able to work well with colleagues such as other developers, architects, product owners and testers
- Outcome focused

- Highly motivated with an attention to detail
- Ability to manage tasks and workload – doing own work whilst supporting others
- Ability to challenge solutions and to be tenacious when needed
- Understand and recognise the importance of tackling technical debt, whilst still providing continuous value to the end users and business stakeholders
- Should be adaptable to shifting priorities and changing circumstances
- Should embrace mentoring, and learning from others