

Alastair Sawday Publishing: job description

DATE: 11th Oct 2011

Job Title: Web Developer (Agile)

Job Purpose: To work as part of the development team to help develop the next generation of websites that will support the business needs and goals.

Key Accountabilities

- Develop and maintain CMS driven web sites and applications both internal and external
- Co-ordinate and work collaboratively with other team members to deliver projects
- Be committed to the continuous improvement of working practices
- Support the development team where necessary
- To help to continually improve the software development process
- Ensure that the code base quality is high and technical debt is kept to a minimum
- Act as a champion for agile software engineering best practice across the company

Key Capabilities

- Team work – can work as part of a collaborative team. Any SCRUM or other Agile development methodology would be beneficial but not essential.
- Web Development Basics - HTML, CSS, JavaScript, Smarty templating or similar
- Content management Systems – CMS structures and APIs (in particular ez Publish)
- Software engineering – SVN and automated testing
- Must be able to demonstrate commercial awareness

Other

- Development – some experience of PHP or any development language and database driven environments (especially MySQL or Filemaker)
- Any foreign language skills would be extremely useful
- Knowledge of web security including PCI DSS would be advantageous
- Frameworks – such as jquery or zeta components

Key Relationships

- Will need to work closely with the other members of the development team to help deliver projects to a high standard
- With the product owner to understand the business requirements and effectively communicate the technical solutions along with estimates
- With the Scrum Master help to provide an appropriate development platform and associated process
- Will need to work with other business stakeholders where required

Key Personality Traits

- Ability to cooperate as part of a team & work well as an individual to get stuff done
- Good inter-personal skills and positive attitude
- Good problem solving/ analytical/ diagnostic skills
- Able to use own initiative and do what it takes to deliver high quality products
- Ability to organise/ prioritise jobs as requirements & workload change
- Dedicated to maintaining high standards



- Keen and fast learner

Salary & Terms

- An annual salary £15,000 - £19,000 depending on experience
- We have a 3mth probationary period for all new staff
- 25 days holiday per year + statutory or proclaimed holidays

Pension scheme After one year an employee is entitled to join the Group Personal Pension Plan and receive a 3% employer contribution provided that he/she is also prepared to match this contribution with a 3% employee contribution. The contribution would be based on gross salary. After 3 years' service the employer's contribution will be increased to 5% provided the employee matches the contribution.

Finally

Sawday's is, we think, an unusual company. We aim to be as un-hierarchical as 'human' and informal as possible. There is no space here for purely 'target driven' careerists, but there is space for people of high integrity and human warmth who can also bring inspiration, energy and method. We place an unusual emphasis on ethics, people and the environment and it is important to us that the right candidate understands, strongly identifies with, and is able to develop the Sawday's ethos.