

## Lead Developer

*Location: Maitland House – Southend – On-Sea*

### **Overview:**

The Hood Group are seeking a talented Lead Developer to become part of a growing multi-discipline, full stack development team in Southend-on-Sea. This is a highly technical role that will require a significant amount of hands on development to impart experience and business best practices into the team and function at large.

The successful candidate will be charged with delivering flexible, robust and innovative solutions that meet specific business & brand requirements. This role requires extensive experience in the core technologies, their associated best practices and life cycles in use within Hood Group.

Effective communication, logical thinking and an interest in pushing the boundaries of what can be accomplished are essential skills necessary for this exciting role.

### **Key Responsibilities:**

- Responsibility for the overall performance of the team.
- To lead and coordinate project teams of designers and developers in order to deliver solutions on time and to expectations. You'll be involved throughout all stages of the software development lifecycle: analysis, planning, design, development, testing, deployment, maintenance, evaluation, disposal/continual improvement.
- The Lead Developer will define, document and enforce standards and methodologies to drive consistency throughout the team. You'll ensure Hood Group build future-proof reusable core code libraries to help drive down development timescales and complexities.
- You will ensure all software development complies with the overall I.T. design and architecture strategy.
- The Lead developer will review and promote the use/implementation of industry standard software development tools such as source control, deployment servers, code libraries and appropriate methodologies/processes.
- You will be working collaboratively with the Project and IT Teams to ensure that all aspects of development projects are delivered in a controlled and planned manner.
- You will actively contribute to ongoing research & development initiatives and will assist with strategic and technical advice for the teams working on these projects.
- You will take a considered approach to platform and product development, deploying the skill sets within the department to maximise efficiencies and ensure knowledge is shared to reduce single points of failure.
- Coaching, motivating and mentoring of team members.
- Any other adhoc duties as required.

## **Skills and Experience:**

### **Required:**

- Will have a proactive 'can do' attitude.
- Commercial experience in a software development position.
- Agile/Scrum.
- Experience managing a team of multi skilled individuals.
- C#, ASP.NET (MVC, Web API), JS, JQuery, AngularJS, HTML5, CSS3, WCF, EF, UNITY.
- Relational and non-relational database technologies (ideally SQL Server).
- Ability to confidently discuss and demonstrate technologies.
- Design code that adheres to the SOLID principles.
- Design patterns.
- Ability to evaluate and recommend improvements for software effectiveness.
- Highly numerate and literate, with the ability to produce top quality written specifications and documentation.
- Working to strict quality standards.
- Proactive and highly organised with strong time management and planning skills including the use of Kanban.
- Ability to communicate effectively with staff across the IT and Development teams.
- Used to reviewing business requirements (functional/non-functional) and technical specifications.
- Ability to understand the importance of confidentiality in handling customer personal data.

### **Beneficial:**

- **Web:** Knockout, Bootstrap, Wordpress.
- **Tools:** Visual studio, Resharper, NCrunch, NCover, JIRA, StyleCop, Umbraco.
- **Data Frameworks:** ADO.NET, Dapper, MSSQL/TSQL.
- **Http Services:** WebAPI, WCF, Web Services, HttpHandlers.
- **Testing Frameworks:** NUnit, XUnit, Moq, NSubstitute, SpecFlow, FluentAssertions.
- **Source Control:** TFS, Git, Mercurial, SVN.
- **CI:** (Cruise Control, TeamCity).
- **IoC:** Ninject, SimpleInjector, StructureMap.
- **Client/Frontend:** JavaScript, JQuery, Razor, HTML.
- **Other:** AppFabric, Azure (Service Bus/Blob Storage/Table Storage), MSMQ, EntLib, Workflow Foundation, XPath, MongoDB, Umbraco, AWS.

### **Qualifications:**

- Ideally degree educated or equivalent in experience.

**Competencies:**

- Communication.
- People & Personal Development.
- Team Work.
- Customer Focus/Results/Excellence.

***About Us***

The Hood Group is a privately owned business providing insurance solutions for over 30 years to some of the most well respected brands, insurance partners and financial intermediaries. Established in 1983, we came from modest beginnings in the City of London with a small team of passionate people who wanted to help change insurance for the better. We offer our partners an end-to-end service; from product and quote platform design through to sales and retentions. The Hood Group is now one of the largest employers in South East Essex with around 180 staff, award winning services and cutting edge technology.

We invest in the careers of all our staff, through training, qualifications and by providing a pro-active learning environment. We understand the importance of staff wellbeing and maintaining a good work/life balance and also provide opportunities such as flexible working and career breaks. There is a Group funded Sports and Social committee, seated acupressure massages, and fitness classes in our onsite Wellbeing studio. On completion of probation we also provide an excellent benefits package that includes life assurance, pension scheme, medical cover, permanent health insurance and much more.