

# Senior Back-end Web Developer

Permanent

## Job description

<b>Job title:</b>	<b>Senior Back-end Web Developer</b>
<b>Grade:</b>	<b>5</b>
<b>Division:</b>	<b>ICT</b>
<b>Reporting to:</b>	<b>Online Development Manager</b>
<b>Main contacts:</b>	<b>Internal:</b> Online Development Team and AAT Colleagues  <b>External:</b> Amazon Web Services (AWS and 3 <sup>rd</sup> party digital agencies)

### Major objectives

To contribute to the delivery of digital projects and to maintain high standards for our online presence, supporting the Online Development Manager in strategically taking AAT's digital products to the next technical level.

### Responsibilities

#### Website development and management

- Be a leading technical member of a progressive Online Development Team and share its responsibility to ensure that the AAT website is an accurate, up to date and engaging resource and means of communication.
- Work with colleagues across AAT in the development, testing and maintenance of existing and new bespoke AAT online services.
- Proactively maintain and develop the AAT website, its content management system (Drupal), and its supporting infrastructure technologies.
- Adhere to and champion best practices in Drupal website development, coding standards and deployment processes.
- Work with Technical Lead on REST API development.
- Actively work on improving code release process, employing more automation and testing into the process.
- Actively share and transfer knowledge with the Online Development Team through team working and provide documentation of tasks undertaken on the Online Development Team confluence.
- Be enthusiastic in developing knowledge and understanding through both interactions with Online Development Team colleagues and the ability to self-teach.
- Help to maintain the back-end functionality of the site including links, navigation and structure, forms, forums, online service maintenance, and logging-in functions.
- With the Online Development Team ensure that updates, developments and other site changes are delivered effectively within agreed timescales.
- Provide technical support and advice to colleagues, and users if appropriate, regarding online service functionality.



- Self-manage workloads through effective time management and prioritisation of tasks, using available tools such as JIRA.
- Mentor and support the technical development of junior developer staff.
- Work on the internal management applications for the web system.

#### **Internal relations**

- Communicate changes and developments on the website to colleagues as appropriate.
- Develop and maintain excellent working relationships with colleagues.
- Manage colleagues' expectations of the website by delivering an appropriate level of understanding and appreciation of website dynamics, technology and limitations.
- Attend relevant cross-divisional groups or working parties either in direct relevance to the role or as a learning and development opportunity as agreed with line manager.

#### **External supplier relations**

- Source and manage freelance web or related expertise as and when necessary, with the Online Development Manager.
- Ensure that any external supplier (for example, agency, consultant or other) is properly briefed and where agreed, to manage such an external supplier.

#### **Examples of tasks the candidate would be expected to deliver (this is not an exhaustive list)**

- Building bespoke online services that are integrated with a CRM database & APIs
- Building and rolling out new Drupal features.
- Website maintenance – (for example, troubleshooting JavaScript & PHP errors, enhancing designs / user features, applying module version upgrades / patches where appropriate).
- Drupal CMS maintenance and development – configuring CMS capabilities to deliver enhanced benefit for customers and AAT.
- Development of campaign landing pages / microsites.
- Update and manage the APIs.
- Update and manage the AAT management applications.

This job description does not form part of your contract of employment.



## Person specification

Area	Description	Essential or desirable?
Knowledge	<b>Please refer to the technical skills and experience section below.</b>	E
	Principles of usability and accessibility and web design.	E
	Microsoft Word processing package.	E
	Other Microsoft packages – Excel, PowerPoint.	E
	Use of email and internet.	E
Skills	Effective team working.	E
	Effective decision making.	E
	Excellent written and verbal communication skills.	E
	Excellent time and task management skills.	E
	Good negotiating and influencing skills.	E
	Innovative approaches to problem solving and creative and lateral thinking.	E
	Good at listening to others, and analysing information.	E
	Demonstrable ability to communicate technical ideas to non-technical colleagues.	E
	Ability to present ideas clearly and persuasively.	E
Experience	Conception and development of websites	E
	Working as part of a service delivery team	E
	Delivering projects independently and as part of a team	E
	Scrum / Agile experience	E
	Managing technical relationships with various third party providers.	D
	Problem solving – proactive / ‘can do’ focus with a clear approach to solution review and selection.	E
Education	Relevant professional / vocational qualifications or training and relevant work experience.	E
Aptitude	Highly organised.	E
	Must demonstrate capability for influencing and negotiating with stakeholders.	E
	Enjoys being part of a team.	E
	Customer centricity – intuitively puts the user at the heart of everything he/she does.	E
	Results oriented approach – focused on achieving measurable benefits for the organisation.	E



Technical Skills	JavaScript	E
	PHP	E
	SQL	E
	BEM	E
	HTML5	E
	CSS	E
	Sass CSS pre-processor	E
	Git, command-line, Git workflow	E
	Grunt JS	D
	SEO best practice	D
	Cross-browser compatibility	E
	Optimising site performance (loading times / debugging)	D
	Drupal enterprise experience	E
	Drupal module configuration (v7 / v8)	E
	AngularJS (v1 / v2)	D
	NodeJS (AWS Lambda)	D
	GO Lang.	D
	AWS (Lambda, RDS, Cloudfront, S3, Beanstalk)	D
	Behat Testing	D
	PHP Unit Testing	D
	Jasmine Unit Testing	D
	Karma and Protractor Testing	D
	Integrating Drupal with other enterprise systems (for example, using SOAP / XML / Web services/REST/JSON)	E
	Application and performance profiling	D
	Creating Drupal views and optimise to choose and highlight content.	D
	Experience of interacting with external web services to import and query data	E
	Troubleshooting performance bottlenecks	D
	Accessibility best practice (W3C / WAI-ARIA standards)	E
	Being a part of the Drupal / Angular / Github (a username on Drupal.org / Github to allow AAT to look at your contributions to open source is a big advantage)	D



# Our vision, mission and values

**Our vision:** To ensure AAT reaches the heart of businesses.

**Our mission:** To empower people and enable organisations to achieve their potential, by promoting relevant financial skills.

**Our values:**

- We are **customer focused** - we understand and consider the needs of all of our customers. We are knowledgeable, proactive, responsive and easy to do business with.
- We **collaborate** - we achieve more by working together as a single team. We recognise a job well done and celebrate successes together. We take responsibility and ownership for the work we do.
- We **care** about what we do and **how** we do it - our reputation is important and we strive for continuous improvement in order to make a difference to people's lives.
- We are **authentic** - we mean what we say and we do what we say we will. We are genuine, open and honest.
- We take **pride** in what we do - We have confidence in our ability to make a positive difference and we are proud that what we do enables people to achieve their potential. We all help to ensure that AAT is somewhere that we are proud to work.

## How to apply

To apply for this hot opportunity please send a CV and covering letter to [jobs@aat.org.uk](mailto:jobs@aat.org.uk).

**Closing date:** Monday, 12 September 2016

**Interview date:** Friday, 2, 9 and 16 September

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