Job Specification
Senior Developer

About us: Zest Technology Ltd provides the technology of choice for many of the UK's leading Companies and Benefit Consultants, delivering ground breaking, flexible, device independent, secure software for employees to access and manage their pensions and other employee benefits. Our client base includes major household names such as Lloyds Bank, Hargreaves Lansdown, Aviva, LinkedIn and Unum, to name but a few.

Our flagship product for employee benefit communication is built using state of the art technology and Agile development practices. We are focused on delivering secure, high performing and fully scalable software. Our modern approach includes structured architecture design; product management; Agile software development; QA practices and project management.

We pride ourselves on having a highly skilled team of people who actively engage closely with our clients to ensure that we continue to understand their needs and offer the leading software for employee engagement. Our core values of Trusted, Collaborative and Exceptional run deep through our culture.

About the job: We are looking for a technical expert to join our agile development team working as a full stack developer on our industry leading software, and to provide technical leadership within the team. Day to day you will develop and maintain the code (C#, WCF, MVC and JavaScript), unit tests and DevOps code underlying the core Zest product and any associated tools and systems, as well as collaborating on the design of the technical architecture with other team members and the Software Architect.

Reports to: Head of Technology

Areas of Responsibility:

- o Development of Zest's flagship product
- o To ensure high quality and accuracy is maintained through to software release
- o Investigate, analyse and document reported defects
- o Troubleshooting and problem solving
- o Development with performance, scalability and security in mind
- o Helping Zest stay at the forefront of technological innovation
- o Be open to bringing your own expertise and experience to bear on the design and delivery of all software produced by the team
- o Maintain awareness of and comply with all legal requirements and company policies, including those relating to information security and data protection.
- o Responsibly handle, classify and manage all information, whether internal or received from external parties.

Key Competencies required for the role:

Competency title	Brief description
Software development	Proven experience of full software lifecycle experience in a software house environment or large IT department. Understanding of support of software products designed with SOA architecture. Ability to act decisively to circumvent a potential problem and identify when to escalate critical situations. Strong attention to detail.
Agile (Scrum)	Strong team player, able to put the needs of the company first. Improves any team they are part of. Understands the Agile process and how to create software using true agile practises.
Leadership	Able to participate and improve a high performing team. Able to motivate team members to get the most from them. Able to quickly build and maintain professional relationships and command respect.
Communication	Excellent verbal & written skills. Able to speak confidently and with authority.
Drive and Energy	Self-starter, able to work under their own initiative and achieve their objectives. High levels of drive, energy, enthusiasm and integrity.
Values	Able to live and breathe the Zest Values of Exceptional, Collaborative, Trusted, Game Changers; focussed on an excellent client experience.

Key Skills:

- o Knowledge of SOLID design principals and software design patterns
- o Microsoft C# (minimum of five years development experience)
- o MVC
- o Entity Framework
- o Dependency Injection
- o HTML/CSS web dev/JavaScript/JQuery

Skills (advantageous):

- o Web Services WCF & REST
- o GIT
- o Microsoft SQL Server
- o Microsoft Team Foundation Server/VSTS/Azure DevOps (or similar)
- o SOA/Microservices
- o Service bus development
- o Web security
- o TDD/BDD
- o Chef

Additional Information:

- o Competitive Salary, with comprehensive range of Flexible Benefits
- o Normal working hours 37.5 as per T&Cs – start time is flexible by agreement.
- o Office based – we're a scrum team who value face to face interaction. Working from home available on occasion.
- o Location: Leatherhead House, Station Road, Leatherhead, Surrey, KT22 7FG