

Developer

CIPHR are a rapidly expanding, innovative, UK based tech company who provide online (SaaS) HR systems and solutions to help organisations attract, engage, manage and retain their workforce more effectively. CIPHR's mission is to be a strategic partner in the delivery of software and services, to unlock the true value of people-related data. We work hard to meet client demands through software, outsourcing, data management, and new forms of knowledge-based services.

With ambitious growth plans, and working in a rapidly changing and developing market, we are looking for extraordinary and talented people that will implement creative and innovative ideas and solutions.

We want to continue to expand our growing workforce with creative professionals who can add value and originality to our teams. Employees need to be dedicated to providing top-quality services and have the ability to develop a wide understanding of key HR issues and what CIPHR does to resolve them.

About the role

We have a number of hands-on software development roles working on a wide range of projects and technologies. These positions include graduate, mid-level and senior developer roles and we are keen to speak with anyone with an interest in joining our technical development team for all levels.

As part of the technical development team, you will work to develop, design, and support new and existing product offerings. The role will involve working on all levels of the technology stack from the database to the user interface.

As part of the overall Information Technology Services team, you will ensure that you effectively contribute to ensure that the team efficiently deliver software solutions that meet the needs of the business.

- Deliver high quality, secure developments that can be deployed quickly and efficiently to the agreed specifications, within planned release schedules.
- Assist with the development of and act upon additional opportunities as directed to improve the efficiencies, quality of output, responsiveness and the overall profile of the technical development team.
- Produce high quality, secure, software and software enhancements as directed, that can be deployed quickly and efficiently, to the agreed specifications, within the agreed timescales
- Support and assist other members of the Technical Development team on assigned development projects and with the resolution of issues as they arise.
- Aid the Development Team Leader to ensure that appropriately detailed, accurate and concise documentation is produced and maintained for all assigned development projects and processes and in accordance with the requirements of CIP ISO standards
- Work with other departments as directed on assigned projects that deliver improved functionality, security and overall value to our customers

Educational, Experience & Skills

For our graduate opportunities, we would seek knowledge gained from relevant educational experiences and a keen interest in beginning a career in a technical development team.

For our mid-senior level roles, the role requires hands-on experience of development methodologies, techniques and programming languages, ideally with a background in Agile/SCRUM and iterative development.

This role requires the ability to coach and develop trainee developers. It involves maintaining existing products as well as developing new products or features and ensuring that work is delivered on time and to high level of quality.

- Educated to degree level or an equivalent standard or to have a proven track record of software development using appropriate technologies
- An excellent knowledge, understanding and experience of programming languages and development methodologies and tools including but not limited to:
 - Agile or other iterative development methods
 - TDD
 - C#
 - ASP.Net /MVC
 - .Net Core
 - JavaScript / jQuery
 - HTML / CSS
 - SQL, SSIS
 - Blazor
 - REST
 - Web Services, IIS
 - Visual Studio 2019
 - Git
- Experience or an understanding of Domain Driven Design and Dependency Injection will be advantageous
- Previous experience of working in a development team successfully developing products for the commercial SaaS marketplace
- Ability to produce high quality well documented code and process documents
- Strong analytical and problem-solving ability
- Highly self-motivated, self-managed
- Good written and verbal communication
- A good track record in developing and delivering on commercial development projects
- A professional and flexible attitude with a positive attitude to challenges and problem solving
- The ability to work under pressure and to deadlines

About You:

- Effective personal use of time and achievement of agreed delivery of technical development projects
- Establishes and maintains excellent working relationships with other team members and colleagues across the business
- Is self-sufficient, with a positive attitude and maintains ownership of own diary and productivity
- Seeks to improve standards and efficiency of delivery with an emphasis on exceeding expectations, increasing delivery throughput and maintaining quality
- Engenders high levels of satisfaction with regards to effectiveness of communication and quality of delivery of assigned development projects
- Assists other developers and apprentices as directed in a positive and CIP-focussed manner, improving overall morale and technical ability and capability.



What we offer:

Apart from a working with a great team, a growing company and having the chance to learn and enhance your knowledge and qualifications, we offer:

- 25 days annual leave (28 after 3 years service), plus bank holidays
- Pension
- Regular training
- Life assurance
- Medical Cover and Dental cover
- Perks at Work – access to exclusive discounts, cinema tickets, etc.
- Free annual health screening
- Gym Loan
- £1,500 employee referral scheme