



JOB TITLE:	Lead Developer		
JOB HOLDER:	New role	HOURS OF WORK:	37.5 hrs/wk
REPORTS TO:	Head of Software Development	LINE REPORTS:	Senior Developers; Developers

Role purpose

You operate as number two to the Head of Software Development, providing day-to-day guidance to the Development team, mentoring and developing more junior members of the team, answering queries from the broader team, ensuring only critical items are escalated to Head of Software Development. Working alongside Project Managers to deal with client requirements, providing the technical input to projects, this role is client facing at times. The role also provides analysis of business requirements, using commercial awareness to define and develop internal and external projects for Adactus. To identify solutions for any technical challenges whilst supporting fellow developers

How this role fits into the business

This role sits within the Software Development team that are the engine of the business. Our role is to help understand what our client wants and help build them technical solutions to meet their needs and add value.

Your everyday checklist

- ◆ Provide day-to-day supervision to the Development team
- ◆ Escalation point for queries from the team, thinking proactively and quickly under pressure to resolve issues
- ◆ Manage multiple priorities delivering own work as a Developer, whilst providing support to the Development team
- ◆ Liaising with the Head of Development to highlight knowledge development areas for the Development Team to assist with project allocation and resourcing.
- ◆ Direct liaison with customers to provide technical consultation and guidance, working Project Managers during workshops and other customer meetings.
- ◆ Undertake web development with back-end experience
- ◆ Participating in the development of the technical strategy in collaboration with key colleagues.
- ◆ Ensuring that your team understands, feeds into and is aligned with the technical strategy.
- ◆ Providing technical and process guidance to ensure that sound application design and quality practices are followed.
- ◆ Provide technical coaching and mentorship to teammates.
- ◆ Gather and document user requirements, development of user stories, estimates and work plans.
- ◆ Operate as a Developer on own projects
- ◆ Identify areas for growth and improvement within the team

ESSENTIAL SKILLS

- ◆ Good interpersonal skills – able to work with others and lead/motivate a team
- ◆ Able to operate under pressure to problem-solve effectively
- ◆ Commercial awareness to influence decision-making
- ◆ Prioritisation of workloads identifying urgent and important tasks
- ◆ Able to plan and manage own workload and clearly communicate progress of project tasks.
- ◆ Excellent software development skills (C#, SQL Server, XSLT, Web Api, ASP.NET MVC, .NET Core)
- ◆ Strong communication skills with both internal team members and external business stakeholders
- ◆ Knowledge of agile practices
- ◆ Microsoft Certified Developer

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DESIRABLE SKILLS

- ◆ NuxtJS or other modern JavaScript Libraries and Frameworks (i.e. AngularJS, VueJS, NodeJS etc.)
- ◆ Mentoring and coaching team members

ESSENTIAL EXPERIENCE

- ◆ Structured, organised programmer with full software lifecycle experience
- ◆ Strong technical background with commercial experience building and deploying enterprise level web applications
- ◆ Design and implementation of services, using service-oriented technologies
- ◆ Using Visual Studio and Git
- ◆ Excellent Object-Oriented design skills (Design Patterns, SOLID)
- ◆ Inputting into architectural design and solutions
- ◆ Providing technical guidance to other Developers and the wider team
- ◆ Writing high performance software (Threading, Async IO)
- ◆ Debugging, performance profiling and optimizing web applications and performance tuning SQL queries.
- ◆ SQL Server experience (T-SQL, performance tuning)
- ◆ Unit Testing (E.g. NUnit or MSTest)
- ◆ ORM Frameworks (E.g. NHibernate or Entity Framework)
- ◆ User interface design and prototyping

DESIRABLE EXPERIENCE

- ◆ 2 years experience in a Lead Developer role
- ◆ Managing team members on day to day activities
- ◆ Working in a large development team of 8+

SPECIAL PROJECTS/CHANGE

- ◆ To remain up-to-date with technical developments and the application to Adactus
- ◆ To remain up-to-date with client issues and the application to Adactus
- ◆ To be aware, through self development, of the other skills and techniques available in Adactus
- ◆ To undertake Microsoft exams contributing to Adactus maintaining Microsoft certification

The job description is not exhaustive and the post holder will be expected to carry out any other duties as are within the scope, spirit and purpose of the job as requested

Duties and responsibilities may change over time and the job description will be amended accordingly