

## WANT TO BE PART OF OUR TEAM?

### ROLE:

Junior Back End Developer

### SALARY:

£20,000 - £25,000 per annum

### JOIN US...

Do you want to be part of a vibrant, flourishing digital agency, based in the heart of Bristol's creative quarter, and experienced in delivering and supporting all kinds of successful digital projects for a fantastic range of high-end clients?

Do you want to work for an agency that's all about its enthusiastic and driven team, who have a passion for what they do and believe in having fun whilst they do it?

Do you want to join a company that offers the relaxed environment and big opportunities of an agency environment *and* the exciting challenges and high-profile projects of an experienced company that's really going places?

Then we might be just what you're looking for...

### WHAT WE'RE LOOKING FOR...

We're on the lookout for a bright, ambitious and motivated team player, with an unmatched passion for technology, coding, and the web, to join our team of .NET developers.

### WHAT YOU'LL BE DOING...

As a member of our back end development team, you'll be working with our friendly and talented development, creative, and client service teams, to deliver an exciting variety of projects for a wide range of clients: from web applications, ecommerce and CMS-driven websites, to system integrations and mobile apps.

As a junior developer, your work will be integral to the development, implementation and ongoing support of our clients' digital projects. In addition, you'll take an active part in the development of projects. We'll expect you all the while to grasp every opportunity you get both to learn from those around you and to share your growing knowledge with them too, as you further your knowledge of best practice and evolving industry trends, standards and technologies.

## WHAT WE NEED FROM YOU...

We're looking for someone who'll fit right in with what we do and how we do it here at Element78.

As a junior developer, that means you'll need to be:

- A bright spark: bringing enthusiasm and positivity to everything you do, and welcoming opportunities to push yourself, to learn along the way, and to share your learning with others.
- A problem-solver: using your analytical and logical thinking to understand our clients' needs, identify their problems and come up with dazzling digital solutions.
- A little bit obsessive: paying attention to, and caring about, every little detail, to produce consistently great work.
- A great communicator: using the right medium, in the right way, every time, and listening carefully and thoughtfully to others, to communicate clearly, assertively and professionally with clients and colleagues.
- Organised: prioritising, juggling and balancing a varied workload to ensure that deadlines and expectations are consistently met.
- Flexible: taking a positive approach to change by adapting what you do, how you do it and how you work with others.
- Great to work with: a team player who communicates with honesty and respect, stays calm under pressure, takes responsibility for their work and knows how to have fun!

Ideally, we'd like you to be qualified to degree level, or equivalent: but what we most want is someone with a geeky passion for developing, and with the kind of knowledge of technology that your experience as a developer so far will have given you.

As far as your current skills and experience go, this is what we're looking for:

### **Must-haves:**

- Some formal experience as a .NET developer
- Solid experience of:
  - C#
  - .NET Framework 3.0 – 4.5
- A good working knowledge of:
  - Umbraco
  - Javascript
  - HTML / HTML5
  - AJAX and JSON
- An awareness of:
  - MVC
  - Razor
  - XML

- Source Control Systems *e.g. TFS*
- Web protocols *e.g. HTTP, FTP, SSL, DNS, SMTP*

**Nice-to-haves:**

- Some experience of:
  - Testing
  - Documentation
  - Sharepoint
  - Sitecore
- An awareness of:
  - RDBMS *e.g. MS SQL, MySQL*
  - Web servers *e.g. IIS*
  - Dependency Injection *e.g. Ninject, Unity, Castle Windsor*
  - ORM Frameworks *e.g. Entity Framework*
  - Webforms
  - Front End Frameworks *e.g. Angular, Angular 2.0*
  - Web API
  - Automated Deployment *e.g. Powershell, Publish profiles*

## WHAT YOU'LL GET FROM US...

We're a growing team with a wealth of experience behind us, and we pride ourselves on making sure that every member of the team knows how important they are. This means you can look forward to the kind of rewards, benefits and opportunities that will really make you feel valued. All that, plus a great place to work and a great bunch of people to work with!

### GREAT REWARDS AND BENEFITS:

As well as paying you a competitive salary, we'll make sure you're well rewarded in all other kinds of ways, including:

- 25 days holiday plus bank holidays (which goes up once you've been with us for 5 years).
- Fair recompense for overtime: we don't want it to happen very often, but if you do work overtime, we'll never expect you to do it for nothing!
- Pension scheme.
- Cash plan healthcare scheme.
- Childcare vouchers and cycle to work scheme.
- Employee assistance programme.
- Retail discount scheme.

### GREAT OPPORTUNITIES:

We like to have fun, but we take the development of every Element78 team member very seriously: without you, we're nothing! This means that you'll have:

- Full induction training when you join us.
- Regular goal reviews and an annual appraisal, so we know we're supporting your development needs.
- Ongoing opportunities for in-house and external mentoring, training and development.
- Monthly knowledge sharing sessions (with pizza!).
- The chance to get really involved with, and learn from, the kind of meaty projects that, as an experienced agency with an impressive client list, we spend our time doing.

### A GREAT TEAM TO WORK WITH:

You'll be joining a team of around 20 bright, creative, friendly people, and we all:

- Have a geeky passion for what we do.
- Are brilliant at having fun whilst we do it.
- Are dedicated to playing our part in Element78's continued growth and success.
- Celebrate our successes together (this often involves cake and / or drinks at the local).

- Take it in turns to organise all sorts of monthly socials (and we mean all sorts: pub treasure hunts; quizzes; barbecues, horse-racing, poker and casino nights; ice-skating; school discos... you name it, we've probably done it!).

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#### A GREAT PLACE TO WORK:

You'll be based in Bristol's hip and happening creative quarter, Paintworks, where you'll work in our modern, open plan studio and can benefit from:

- As much free tea / coffee / soft drinks as you can handle.
- Free fruit.
- Desk beers on a Friday.
- Monthly company breakfast meetings.
- Bike park and showers.
- Music while you work: everyone can (and does!) share their playlists!
- Great places to eat and drink, on your doorstep.

#### INTERESTED?

Send your CV and a covering email telling us why you're just what we're looking for, to [joinus@element78.co.uk](mailto:joinus@element78.co.uk), by **Monday 31<sup>st</sup> July**.