Job Title	**Ruby Developer**
Department	Technology and Data
Contract Type	Permanent

Role summary	We are one of the most successful providers of salary sacrifice, lifestyle savings, EAP and Recognition & Reward benefits, with hundreds of thousands of users in the UK, and with most of the NHS's Trusts in their portfolio. There is also major expansion to local councils and private employers (SMEs).
	The product offering includes a responsive Web platform, a React Native mobile app, and a Recognition & Reward offering delivered through a responsive Web platform, as well as using native iOS and Android Apps. Our partners include Currys, John Lewis, WeGift and Tusker through integrations (API, SSO, flat-file).
	The Technology & Data team are currently 12 strong, being rapidly increased to 18 within 2021. It includes functions such as Platforms, Mobile Apps, Data & Reporting, as well as Infrastructure. Resource is in-shore, near-shore and off-shore and includes architects, developers, QA testers and data analysts. Agile Scrum, Feature & Bug tracking systems, and communication tools (Teams) are used for planning, as well as daily videocalls. The stack comprises AWS (Kubernetes), Azure, MySQL, MS-SQL, Ruby on Rails, React Native, Swift, Kotlin, .net and HTML/JS/CSS amongst others. Our QA/Testing processes across our Web and mobile offering include manual (primarily) and automated (secondarily) testing with software such as Cypress, Postman, JMeter.
	In this exciting remote/telecommute role, you will undertake key responsibilities, alongside other senior engineers, in: • Analysing business requirements, provided in the form of Business Requirement Documents (BRD) and User Journeys/Flows, to extract technical requirements. • Developing back-end and front-end requirements in Ruby on Rails and React/TypeScript, including tests.
	The technologies used are Ruby on Rails, MySQL 8, GraphQL, ReactJS, TypeScript, CSS3, HTML5, deployed on k8s (AWS EKS). You are expected to be able to rapidly **analyse** requirements, **develop and deliver** functional back end (RoR) and front-end (ReactJS) code of excellent quality, and **document** your work and deliverables (e.g. for Review, QA, and UAT purposes). You need to be able to convert designs into code whilst ensuring interfaces are usable, responsive and abide by best design practices and accessibility considerations assessed during our Sprint Planning sessions, daily Stand-ups and feature-specific calls.

Responsibilities:	• Develop high-quality medium-to-large features on application including back-end (Ruby on Rails) and front-end (React/TypeScript) • Communicating status and progress of your work daily (stand-ups) and bi-weekly (sprint retrospectives and planning) with your colleagues and managers

	• Analysing business requirements and translating them into development stories
	• Building tests (TDD is not required, but strongly encouraged)
	• Documenting your work and results – for QA department and external UAT
	• Optimised code at the onset for scalability a key requirement
	• Contribute to system specifications and technical implementation
	• Adopt an agile software development process
	• Code reviews
	• Any other duties as required
	• Mentoring and coaching less experienced members of the team
Key Performance Indicators	• Quality and optimal code delivery • Timely delivery of required development • Well managed documentation and guide for the completed items
Qualifications	• Relevant degree in computer science or certifications
Skills	Technical Skills • Strong development experience using Ruby on Rails • Demonstrable experience of front-end technologies like JavaScript, React, TypeScript, HTML5, CSS3, browser compatibility • Extensive database knowledge (MySQL) and DB/query optimisation • Demonstrable experience with API integrations • Experience in writing unit test cases: RSpec • Excellent understanding of object-oriented design and design patterns • Excellent understanding of source control systems like git (or mercurial) • Experience working with cloud vendors like AWS or Azure Non-Technical Skills • Is a team player • Strong analytical skills • Great attention to detail and desire to make projects successful • Strong communication skills (team playing) • Excellent use of spoken and written English language • Strong problem-solving skills

| | Ability to acquire new hard and soft skills rapidly (through our PDP process) Efficient time management Passionate about technology and the quality of the solutions
Desirable

Knowledge of other open-source web frameworks
Knowledge of other programming/scripting languages
Experience in tools such as HeidiSQL, Postman
Great experience in agile delivery (e.g. Scrum)
General Take responsibility for own continuing professional development and keep up to date by reading relevant journals, attending networking meetings and relevant courses. Always be a credible ambassador for the company when communicating with external organisations so that the Company's reputation is maintained, and best interests served. Undertake any other reasonable duties appropriate to the role as business needs require. Adherence to the requirements laid down in our Business Management System for ISO9001 and ISO27001 accreditation. |
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This job description is not exhaustive, and the role holder may be required to undertake other duties from time to time as are consistent with the responsibility of the position and level.

This job description is subject to review and development from time to time in liaison with the role holder.

As an employee of the company, you will be required to adhere to all the organisations policies and procedures.

Equal Opportunities

We are an equal opportunities employer. We value diversity and are strongly committed to providing equal employment opportunities for all employees and all applicants for employment.

Equal opportunities are the only acceptable way to conduct business and we believe that the more inclusive our environments are, the better our work will be.