Job Title
Application Developer

Reports To
Technical lead

About CX Lavender
The customer is our true north. We create connected customer experience—a means of unifying digital capabilities and the physical world—so we help our Clients become unified brands. Connected experience elicits emotion because the customer is continuously delighted by fluid experiences, wherever they engage.

We're a creative agency as well as a technology company, and all the important parts in between. This means we can walk the talk. People try and pigeonhole us as one or the other—but we've only ever been about customer experience. We research, design and build distinctive, connected experience to bring it all to life.

Our aim is to be a career agency—which means we want you to be proud of the time you've spent with us. You'll be part of a collaborative culture where your voice will be heard, and your skills will be nurtured.

The Role
As an Application Developer, you will report directly into the Technical Lead. You will also work closely with the Head of Technology; both will support you in continually improving and refining your skills.

This role is more than just coding. Concepting, designing, providing guidance and technical support to your team is something you enjoy, mentoring is part of your nature as is ensuring everyone is able to achieve their goals together.

You are passionate, inquisitive and pro-active about technology, and you've got the creativity, smarts, drive and diligence it takes to bring world-class applications from concept and design through to production. You have proven experience in designing, developing and supporting SaaS applications. You have been exposed to or used a wide range of technologies such as Node.js, Angular, Mongo DB, and Amazon Web Services (AWS). You will analyse the needs and the environment to make sure the solution you're developing is customer focussed and considers the current architecture and operating environment, as well as future functionality and enhancements.

Goals and Responsibilities
You will be responsible for ensuring best practice development, performance, quality and responsiveness of all BAU digital work, SaaS and bespoke applications, liaising with the wider technology team to architect and deliver concepts, software projects and digital media on time and on budget.

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There is an expectation of consistent, high quality solutions and work from the Application Developer, across the following responsibilities:

- Lead the design and build of end-to-end solutions, applications and additional functionality and components for our existing SaaS products in a continuous integration/continuous development process.
- Deliver work across all our technology deliverables including BAU digital work, like emails, display ads and landing pages as required.
- Provide technical support on SaaS products and bespoke applications.
- Help maintain code quality, organisation and automation of same.
- Ensure the performance, quality and responsiveness of applications. QA is paramount and expertise in quality assurance processes is mandatory.
- Perform effective code reviews.
- Manage a backlog of features, bugs and effectively manage priorities.
- Help support the diagnosis and resolution of production issues when they happen.
- Deliver and contribute exceptional internal and external documentation required across all major projects and SaaS components, including integration guides.
- Explore new technologies and share your findings with the wider engineering teams.
- Contribute to a culture of continuous improvement and innovation.
- Work in a team with a "customer first" and "team first" mentality
- Identify and remediate pain points in the SDLC
- Recommend and assist with architectural changes to improve performance and reliability across all solutions and products.
- Have excellent verbal and written communication skills.
- Have experience in client facing roles, agency experience would be a plus.

Qualities
- You take a customer centric approach in all deliverables.
- You are adaptable to fast-paced and changing environments.
- You are conceptual and enjoy designing and developing new products.
- You take initiative, are pro-active and self-reliant in solving problems.
- You have a very high level of accuracy and attention to detail
- You are calm and patient, with a collaborative problem-solving attitude.
- You are a self-starter, who doesn't wait to be asked.
- You maintain the human element of your work, embracing the power of simplicity.
- You work efficiently across multiple projects, delivering a high quantity of quality work.
- You are confident working and presenting to clients and working with Business Management and other guilds to maintain and develop customer relationships.
- You are a good team player who is always willing to assist others.
- You are open to feedback and view it in context of the business rather than yourself.

- You aspire to be an expert in industry leading applications and SaaS product development, and proactively polish and hone your skills.
- You are demonstrative of the CX Lavender values and culture.

Experience
- Good experience working in a fully agile software development environment.
- Mastery of JavaScript, TypeScript, HTML 5 and CSS is mandatory.
- Working knowledge of pre-processors such as LESS and CSS.
- Excellent knowledge and proven commercial application of using Angular 8+
- An understanding and experience using NodeJS is desirable
- A solid understanding and application of NO SQL databases, especially Mongo DB and Document DB.
- Experience in designing and developing **interactive** SaaS based products, including development effort required for points of integration.
- Using version control and experience in CI/CD pipelines and tooling.
- Ability to communicate effectively and at the right level of detail with colleagues and client stakeholders.
- Excellent verbal and written communication skills.
- Modern software design and development practices including a thorough understanding of Design Patterns
- Excellent and up to date knowledge of Secure coding practices, across all development solutions.
- Good experience in micro-services, API and contract driven design and development
- Good experience with JIRA and GIT workflows
- Ability to work under pressure and meet hard deadlines
- Demonstrated experience working in highly-collaborative, multi-disciplinary teams, with a proven can-do approach, with internal and client teams
- Have excellent knowledge and a demonstrated experience deploying, configuring and leveraging various AWS technologies from an infrastructure and AWS service perspective, e.g., AWS Lambda, Rekognition etc.
- Have experience with any MarTech or AdTech platforms is desirable.
- Minimum 3-5 years professional, commercial front end development.
- Minimum 3 years professional commercial experience using Angular 8+
- Proven commercial experience in developing SaaS products.
- Proven leadership and mentoring of other junior team members
- Computer Science degree or equivalent.

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