

Role Purpose: Working within Agile development teams, you will play a key role in the building, developing, testing and maintaining Toolstation's core business systems. Helping the business become more efficient and enhance the customer service offering, through the continuous development of our website, extranet business system, EPOS sales systems and stock management systems. Provide technical guidance and mentorship to a team of software engineers.

Function / Business Unit: IT

Location: Head Office / Remote

Reporting Line: Head Of Development

Budget Responsibility: N/A

Team Management: TBC

Key Accountabilities / Responsibilities:

- Scope solutions for the business system in line with business requirements.
- Build efficient programs and systems that serve user needs.
- Test software products to ensure strong functionality and optimisation.
- Integrate software components and third-party programs where required.
- Maintain, support and improve the performance of existing software.
- Communicate and feedback progress to project management and other relevant stakeholders.
- Participate in peer code reviews.
- Ensure your team are following correct coding standards
- Create technical documentation for reference.
- Attend, contribute and lead scrum ceremonies.
- Provide technical guidance to a team of Software engineers
- Managing and developing the team

Behaviours:

- **Teamwork and collaboration** - Develops strong cross functional relationships. Recognises the dependencies across different functions in order to drive business success
- **Planning and organising** - Understands own and business priorities. Plans effectively and monitors progress towards achievement of plans. Investigates possible roadblocks and develops contingencies to redirect tasks so momentum is not lost.
- **Drive and Motivation** - Pursues everything with energy, drive and a need to finish. Can be counted on to exceed goals. Seizes more opportunities than others. Dependably achieves

Required Skills & Experience:

- Knowledge and experience of PHP, Lavavel, PHPUnit, Javascript (React, Vue.js), MySQL, Docker and Git.
- Excellent organisational and time management skills.
- Excellent communication skills with the ability to explain complex issues clearly and concisely.
- The ability to demonstrate understanding of projects from the perspective of both the user and the business.
- A logical, analytical and creative approach to problems.
- Accuracy and attention to detail.
- The ability to work both in a team and independently to manage the project's workload.
- Flexible and willing to accept a change in priorities as necessary.
- An understanding of the latest trends and their role in a commercial environment.
- Self-development skills to keep up to date with new technologies.
- 4+ years experience building web applications

Desirable Skills

- Knowledge and experience of MVC/MVP frameworks, NoSQL (MongoDB, Elastic, Solr)
- Proficient in SQL (advanced queries, prepared statements, triggers etc)
- Cloud Infrastructure (AWS, GCP)
- Experience of continuous integration (Jenkins).
- Familiarity with Agile development methodologies.

what he or she sets out to do, and expects others to do likewise.

- **Leading** - Readily takes the lead on tasks/projects. Acts in an assured manner that builds confidence in others.
- **Creativity and Innovation** - Sees opportunities for creative problem solving while staying within the parameters of good practice. Generates unique but workable and useful solutions to problems. Pursues new methods and solutions, thinks outside the box, connects disparate ideas, is unafraid to use unorthodox methods. Is seen as a motivator and guide for others to generate new ideas in brainstorming sessions. Develops innovative ideas and methods of doing things.
- **Adaptability** - Remains positive and resilient under pressure, adapts to change and uses support networks. Maintains or shifts focus on operational goals in response to changing organisational priorities. Controls and filters emotions in a constructive way.
- **Communication** - Communicates clearly, articulately and with conviction when speaking with an individual or before a group. Adapts content and style to their audience
- **Change/continuous improvement** - Positively contributes to new ideas and new ways of working. Readily adapts own working methods to meet the business needs.
- **Resilience** - Remains calm under pressure and is at ease when working outside own comfort zone in adverse situations. Responds maturely to ambiguity and complexity within own area of responsibility. Proposes solutions and maintains the focus on outcomes.
- **Interpersonal skills** - Able to get along with others while remaining productive to reach the end goal Builds constructive relationships with people in his or her area Tolerates others' idiosyncrasies Uses diplomacy and tact to diffuse tense situations comfortably

- Experience working with retail or warehousing/distribution systems.
- Experience using Jira.
- Experience of managing a team