

Frontend Developer

Reporting to: Head of Tech Team & Product Development Lead.

Collaborating with: Predominantly Product Development and Tech Teams.

Wage: £30-35K depending on experience. Pension Scheme contributions and option to join EMI after 1 year.

Hours: Full time role.

Holidays: 25 days plus bank holidays

Location: Our offices are in Bath with option for hybrid remote working.

Other: Applicants must be eligible to work in the UK.

Who we are?

We were founded in 2013 from our parent company, The Wilsher Group. We specialise in behavioural profiling and sit within the psychometric profiling industry. Around ten years ago we saw the need for a new product in the market, combining latest technologies with our own unique IP. We created a new tool, C-me Colour Profiling.

We are based in Bath, UK with a core team of 15 and an international network of associates who work with us to deliver our services.

Our core business focuses on helping our clients develop high performance and emotional intelligence in their people, their teams and their organisations. Our ethos is that this emerges out of a better understanding of ourselves and others. Our tools and services promote this. We are passionate about our own company culture being an example of what we teach and as such value a collaborative approach and shared success.

We have five core values as a company which we seek to embody within our team and in our service to our clients:

- **Generosity** – C-me shares their time, knowledge, experience and services to enable and empower others towards success.
- **Respect** – C-me celebrates and values diversity, creating mutually beneficial, lasting relationships that are built on trust. C-me believes in recognising and honouring the value of all its stakeholders.
- **Action Orientated** – C-me is a dynamic organisation, responsive to a changing environment and leading the way in innovation.
- **Community** – C-me believes in a collaborative approach, inviting others to build with us, sharing ideas and resources.
- **Excellence** – C-me is committed to constantly reviewing, learning and evolving in its pursuit of excellence.

Job Description

C-me are looking for a front end software developer with 1 to 2 years experience to join our growing tech team.

C-me have developed an online behavioural profiling tool which is used to increase self-awareness, improve communications and maximise performance individually, in teams and across organisations, working with a diverse client base across several sectors.

Essential Skills

- Node.js
- JavaScript (ES6)
- Vue
- Bootstrap
- CSS/SCSS
- Wireframes or UI/UX experience
- MongoDB
- RESTful API
- SVG software such as Illustrator

Preferred Skills

- Java, or the understanding of object-oriented
- Docker
- Atlassian products (Jira, Bitbucket)
- Familiar with Agile Development & Sprints

Key activities

- Working on tickets in the sprint
- Documenting unique approach and usages
- Collaborating in design meetings with the product team
- Collaborating in implementation meetings with the tech team
- Participating in code reviews
- Offering guidance and advice to junior developers
- Assisting the product team with designing and creating graphics
- Assist the team in adhering to styling guidelines per company branding

About the Tech Team

The tech team are currently working on creating an innovative online learning platform based on Vue & SpringBoot. Part of this requires a migrating and upgrading of existing functionality in order to position us well for future developments as well as ensuring we remain agile and competitive in a fast paced and progressive market. This offers you the opportunity to experience working on new products as well as existing ones.

We are a young tech team in terms of experience but are committed to continuous development in terms of our skills sets. The current team have all honed our skills through bootcamps and/or in our roles. We are looking for the ideal candidate to possess a willingness to learn and continuously improve as well as demonstrate a commitment to keeping abreast of changes in industry standards and progressive technologies.

Part of our process involves frequent code reviews on pull requests, typically involving all members of the team. A good team member will engage with this process, learning from others as well as contributing solutions where applicable.

What we're looking for

The ability to work well as part of a team is essential. You should be self-motivated and able to choose work and assess priorities based on the current sprint. You should be able to pick up and follow new processes. Active listening is valuable, especially the ability to understand the perspective of others. Likewise, to be able to clearly explain your thought processes and reasoning when developing or discussing issues is key. Ideally, you are already involved in feature or task discussions and are not afraid to make suggestions for improvements.

The interview procedure

Apply with your CV and a cover letter. As part of the selection procedure, we will ask you to complete our C-me Profiling questionnaire. The next step will be an interview with the team leader and a colleague, going over your CV and giving you a chance to add more details. Following that, there will be a technical test interview with the team leader and another colleague, allowing you to show us how you work and think. Finally, you will have a short interview with the product owner which will allow you to demonstrate your fit for the company.