

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.

Function / Business Unit: IT

Location: Head Office

Reporting Line: IT Lead Software Engineer

Budget Responsibility: N/A

Team Management: N/A

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.
- Create technical documentation for reference.
- Attend and contribute effectively to all Scrum ceremonies.

Required skills and experience:

- Knowledge and experience of PHP, Lavavel, PHPUnit, MySQL and Git.
- Linux/UNIX experience.
- 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 your own 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.

Desirable skills and experience:

- Knowledge and experience of MVC/MVP frameworks, NoSQL (MongoDB, Elastic, Solr), Javascript (React, Vue.js)

Behaviours:

- **Teamwork and collaboration** - Recognises the importance of working collaboratively across the business. Knows how to get things done cross functionally.
- **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 what he or she sets out to do, and expects others to do likewise.
- **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 openly and effectively, ensuring that messages are clear and concise. Adapts content and style to help others understand.
- **Learning** - Learns quickly and independently in the context of an activity; seeks opportunities to extend and deepen learning. Learns from both successes and failures, regards all experiences as opportunities to learn and improve, is intentional and disciplined about reflecting on and internalizing learning. Works well in adapting to the challenge of new or unfamiliar tasks and responsibilities, appreciates the opportunity for learning and growth.

- Proficient in SQL (advanced queries, prepared statements, triggers etc)
 - Experience of continuous integration (Jenkins).
 - Familiarity with Agile development methodologies.
 - Experience working with retail or warehousing/distribution systems.
 - Experience using Jira.
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