

JOB SPECIFICATION

1 Developer

Job Title	Developer
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1.1 Position Overview

Developers work in the Development team to develop websites, intranets and business solutions using the latest web technologies.

1.2 Position Goal

1. To work independently and as a key part of the Development Team for web project delivery
2. To deliver templates and code within agreed timelines and to customer satisfaction

1.3 Duties and responsibilities

1.3.1 ASP.NET/C# Specialisation

1. Fully knowledgeable on developing with asp.net and C# (to most recent version).
2. Maintain working knowledge on W3C coding standards for accessibility.
3. Create and customise all aspects of SharePoint
4. Perform ad-hoc development tasks incorporating:
 - Web Services
 - Windows Forms
 - SQL Server (programmability)
 - Integration with 3rd party API's.
 - Other MS platforms (including Biztalk, CRM and Commerce Server)
5. Packaging of customised items into features.
6. Create and maintain development sites according to build guide.
7. Participate in rotation support cycle/rapid response team.
8. Provide estimates for deliverables.

1.3.2 Web UI Specialisation

1. Fully knowledgeable on W3C coding standards for accessibility.
2. Able to code in the latest web technologies: XHTML, CSS, JavaScript.
3. Create and customise SharePoint components
 - Master Pages
 - Page Layouts
 - Themes
 - Pages

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- Content Types
- 4. Packaging of customised items into features.
- 5. Use XSLT to manipulate control/web part display.
- 6. Create and maintain development sites according to build guide.
- 7. Provide styling assistance/consultancy to internal and external clients.
- 8. Troubleshooting and bug fixing display issues across a number of sites (in development and live).

1.4 Skills & Experience

1.4.1 Required skills

1. HTML, XHTML, CSS, JavaScript
2. Familiarity/awareness of object oriented architectures and approaches
3. Understanding of development practices such as source control, change management and technical documentation.

1.4.1.1 ASP.NET/C# Specialisation Additions

1. ASP.NET
2. C#
3. SQL Server
4. XML and XSLT
5. Understanding of web services

1.4.1.2 Web UI Specialisation Additions

1. Fully knowledgeable on W3C coding standards for accessibility

1.4.2 Desirable skills

1. SharePoint custom development
2. Content Management Server
3. Database administration
4. IT infrastructure / systems administration
5. Windows Server 2003/2008
6. Flash
7. Ajax
8. Silverlight

1.4.3 Experience

- 1-2 years previous commercial experience as a developer in a similar role
- Working in a team
- Agency background preferred

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1.4.4 Qualifications

- Computer Science or related degree desirable
- Microsoft Certifications (e.g. MCP, MCTS) desirable

1.5 Required Competencies

Please see the Content and Code Competency Framework for detailed descriptions of the competency levels required for this role.

Achieving Results			Analysing and Deciding			Interacting with people		
Applying Skills & Exp	Client Focus	Making it Happen	Problem Solving	Creativity	Planning & Organising	Influencing	Team Working	People Leadership
2	1	2	2	1	1	1	1	1

1.6 Possible career paths

Additional specialisations are available for developers focussed on other Microsoft platforms (BizTalk, Commerce Server etc).

Developer positions typically move on to the technical lead or architect role.

1.7 Content and Code Benefits

- Annual Bonus scheme
- 23 days annual vacation with 1 extra day vacation for every year of service
- Private Health Insurance
- Private Dental Insurance
- Subsidized Gym Membership to Virgin Active, LA Fitness or Canons.
- Fully subsidised training
- Flexible hours
- Fast opportunity to advancement in rapidly growing company

1.8 About Content and Code

- Content and Code is the Number 1 Microsoft SharePoint consultancy in the UK
- Recently awarded the Microsoft Search Partner of the Year
- Winner of Deloitte Technology Fast 500 EMEA 2007 Award
- Sole specialists in SharePoint and Microsoft .Net technologies
- Strong and varied customers from Sony, easyJet, British Council, Microsoft, Wembley Stadium, The Body Shop etc
- Microsoft Gold Partner with 7 competencies, more than any other consultancy in the UK
- 1 of only 12 companies on the Microsoft Advisory Council in the UK
- Fast growing company
- Dynamic and fun atmosphere