Because **Good Health**
is Good Business

L A T U S
Group

JOB TITLE:	Senior Software Engineer – React Native (Javascript/Typescript)	**LOCATION:**	Salford (Manchester) with travel to Hull and Customers sites when required or remote with travel to Hull and Customers sites when required
RESPONSIBLE TO:	Chief Technology Officer	**HOURS:**	37.5 (Monday – Friday)

PRINCIPAL RESPONSIBILITIES

We are looking for a Software Engineer - React Native (Javascript/Typescript) who has experience across several technologies and worked with teams at various evolutionary states.

You're a team player, who works collaboratively to achieve shared goals. You are unafraid to challenge aspects outside your direct remit and passionately champion 'the right thing'. You will believe in continuous delivery, continuous integration, instrumentation and telemetry and the benefits that they bring.

You are at ease debating delivery priorities with our Product Manager. You are great at software engineering, but don't over engineer or build for a re-use that never happens.

You understand that real change happens by continual improvement of our practices and principles.

As a key member of a small, fast-moving company, you will be empowered to use your creativity to have impact, getting involved at all levels of the product life cycle. We're constantly evolving our product, building key features and setting the direction that will affect the business for years to come. You would be a central part of moving our software stack forward at every level, working in and nurture a team of capable and friendly developers who love building great software.

Our Techstack stack is as follows: Github, AzureDevOps, PHP (Laravel), .NET, .NET WPF, .NET MAUI, React Native, expo, React.js, Angularjs, Angular, vue, MSSQL, MySQL, Azure Cloud,

ROLE & RESPONSIBILTIES

- A thirst for knowledge and mastery continuously improving your skills and keeping abreast of the latest technologies and techniques
- A great understanding of Kanban, Scrum, XP, Lean and other methods.
- Extensive knowledge and experience of software engineering practices such as Continuous Delivery, TDD, BDD, DDD, instrumentation and telemetry.
- Experience of Android, iOS, web and server-side development and Desktop development (depending on the specific language focus of the role).
- A willingness to experiment with, and drive the adoption of new technology and approaches that might help us.
- A willingness to take responsibility and ownership.
- An ability to manage, lead, teach, and learn from, others and to work collaboratively.
- An ability to provide coaching and mentoring where required.
- An ability to work with non-technical staff to understand and refine complex requirements.
- Good verbal and written communication skills.
- Be available to participate in an on-call rota when/if one is implemented.

TRAINING AND DEVELOPMENT

- Commit to and take responsibility for continued personal development.

- Take responsibility for maintaining evidence of continued personal development.

- Attend all relevant training internally and externally.

- Share learning experiences with other team members.

- Be willing to commit to undertake relevant training for formal qualifications.

- To discuss one's own development needs with your manager in order to consistently use good practice and continuously improve personal performance.

- Willing to pursue further qualifications as deemed necessary within current and future requirements.

- As a senior member of the team you will mentor and coach less experienced members of the team, encouraging and facilitating their professional development.

SKILLS/EXPERIENCE REQUIRED

- Proven experience as a Senior Software Engineer on complex software projects/products, ideally with 4-6 years of experience.
- Driven to refine complex business workflows and build quality, highly functional tools.
- Familiarity with Agile ways of working.
- Strong communication skills and ability to translate business needs into technical requirements.
- Excellent ability to prioritise and no fear of saying no to drive the best engineering decisions
- Able to understand and discuss technical concepts, manage trade-offs and evaluate new ideas with internal and external partners
- Able to think on your feet and tackle intellectually challenging problems
- Capable of bringing people together and establishing clarity. A strong communicator and presenter, experienced in influencing stakeholders

Desirable:
- Interest or background in healthcare and occupational health.
- Experience in working in an environment that processes special category data.
- Contributions to open-source projects.

COMPLIANCE

- It is the individual and collective responsibility of every member of staff to ensure adherence to the Company's Equal Opportunities policies. Racial, sexual or any other harassment or bullying will not be tolerated

- You will have sound approach to and be acutely aware of the need for confidentiality and adherence to Data Protection legislation in all of your activities

- You will adhere to Company policy and process in order to demonstrate regulatory compliance and best practice

NB: This job description reflects the present/immediate requirements of the post. As the Company develops and restructures so the job description may be reviewed and be subject to amendment in consultation with the post holder.