

Name:	Web Developer	Role:	Web Developer
Department:	Henley Group IT Devt	Location:	Henley-on-Thames
Reports to:	Web Dev Manager	Hours of Work:	9am – 5:30pm

The main purpose of the job:

Landmark's multi skilled in-house web development team create and maintain a wide range of award winning websites and web-based e-commerce applications, delivering geospatial and environmental data to a diverse customer base including surveyors, architects, estate agents and environmental consultants.

We are looking for a top flight HTML developer to become an integral part of our dynamic group. The successful candidate will be working on a wide range of projects, including on-line products such as Promap, our online report ordering and delivery system; our corporate website and a full suite of internal web based productivity tools.

We expect a web developer to have the HTML hand coding skills to implement complex, pixel-perfect web front ends, excellent JScript knowledge to make it work 'just as it should' and a good grasp of a middle tier language (ideally Java) to interface with databases, dynamic content and other systems.

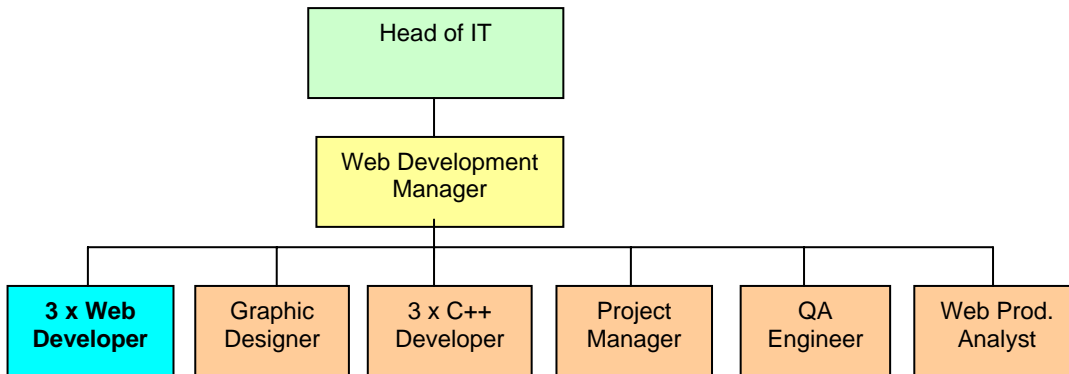
The right candidate will offer flexibility, a broad range of capabilities and the exceptional attention to detail required to accurately implement the vision of the graphic designer. There will be a strong focus on implementing slick client-side user interface elements for use within our key web products.

Main tasks of the job (in order of priority):	% of time spent
Implementation and maintenance of the front end and middle tier of Landmark's web applications using a mixture of HTML, Jscript, JSP pages and Java.	40%
Technical design and documentation of those modules	40%
Unit testing of all new code.	10%
Code inspection & peer review to improve practice within the group.	5%
Brainstorming and prototyping of new of new ideas.	5%

General Responsibilities

- To take an active part in the full development cycle through requirements gathering, analysis of requirements, design, construction, testing and deployment.
- To provide best effort estimates of the complexity and amount of work involved in aspects of projects where you are an expert.
- To liaise with other Landmark departments / staff in a technical and a 'commercial' capacity as appropriate
- To liaise with external consultants and organisations with whom a business relationship has been developed for projects, where you are considered an expert in your field.
- To promote and follow good web / general development practice, implementing appropriate methodologies when required.
- To monitor the progress of your individual tasks and provide detailed feedback to the project manager.
- To ensure that your work reaches or exceeds the quality expected by Landmark.
- To assist other departments (such as technical support) with troubleshooting problems in any product or project where your expertise is relevant.
- To take part in project wash-up meetings, offering constructive and honest feedback of positive and negative aspects of the project.
- To promote a positive work ethic, demonstrating a willingness to work beyond your own sphere of expertise in order to deliver projects on time when and where necessary.
- To act as an ambassador for the PEBU web development team and the IT department as a whole, providing assistance and expertise in your specialist field to any other Landmark employee.

Relationships



Staff who report to this position: None

Who this position reports to: Web Development Manager

Key External Contacts: None

Key Internal Contacts: Project manager, Web development manager, development team.

Qualifications & Training	Essential/Desirable	Selection Method
2 to 3 years experience in a similar role	Essential	CV / Interview
Computing related qualification at 'A' level or beyond	Desirable	CV
Background in internet and/or software technologies	Desirable	CV

Competencies	Essential/Desirable	Selection Method
Technical:		
Exceptional hand coded HTML skills	Essential	Interview
Excellent JavaScript skills	Essential	Interview
Excellent knowledge of W3C standards	Essential	Interview
Good Java / JSP skills	Desirable	CV / Interview
Good analysis & technical design knowledge	Desirable	Interview
Leadership:		
Behavioural:		
Analytical, logical problem solving approach.	Essential	Interview
Good visual design judgement	Essential	Interview
Attention to detail	Essential	Interview
Tenacious, and keen to deliver to a high standard	Essential	Interview
Thorough planning with an ability to accurately estimate the effort involved in implementing a solution.	Essential	Interview
Tenacious, and keen to deliver to a high standard, within a timescale.	Essential	Interview
Willing to "own" a problem and drive it to solution.	Essential	Interview
A flexible attitude, capable of working in a close-knit team, to existing and exacting standards.		Interview

Date of role profile: 3 rd July 2008	Prepared by: Nigel Dyson
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