

# Graduate Web Developer

Role description

July 2018

## About ETS

ETS is a trusted HR partner to the world's leading companies. We offer consultancy and technology-based services and our solutions include 360-degree feedback, employee surveys, leadership and organisational development programmes. We are proud to work with some of the leading UK and international companies including PepsiCo, Tesco, G4S, Sainsbury's, M&S and McDonald's.

## The role

We are looking for bright enthusiastic developers to join our development team. Our graduate development programme has had a great track record in helping highly motivated and enthusiastic recruits who are looking for a career in web development. The role will include a mixture of client and internal work, and includes a comprehensive training programme to encompass:

- NET programming using VB.NET
- Database development: SQL Server database design, views and stored procedures
- Web development: HTML, CSS, JavaScript, jQuery, ASP.NET web forms.

You will get exposure to the full software development lifecycle, which will include:

- Capturing requirements
- Producing documentation and Wireframes
- Designing and implementing code
- Testing
- Trouble shooting and investigation.

Once your training is complete you'll work as part of a project team to develop and deliver solutions to high profile clients using .NET technologies. There will be opportunities to work at all stages of the development cycle including design, implementation and testing.

## Key accountabilities

Successful candidates will learn ETS's technologies and products through a thorough 1-2 month on-boarding process and in their day-to-day work. This includes experiencing the following stages of the development cycle:

- Designing and implementing code
- Troubleshooting and investigation
- Being given small tasks by the Senior Developer and using your own initiative to work out how to deliver the task
- Fixing simple bugs within the remit of your knowledge

- Bringing in new ideas based on what you've learned in your degree in order to help ETS maintain its position in the B2B technology market
- Attend project kick-off and daily check-in meetings with support from the Senior Developer, in order to meet time and quality requirements
- Check your own work in order to meet quality requirements.

### Key performance measures

- Taking responsibility for smaller tasks and going directly to the project managers rather than involving Senior Developer in every decision
- Pushing their boundaries of knowledge and learning new techniques
- Not making mistakes and learning from mistakes that do happen so these are not repeated
- Able to adapt their communication style to the needs of developers and the implementation

### Key relationships

- Internal: Development team and Implementation team
- External: n/a

### Knowledge, skills and experience

- Have received (or are expected to receive) a minimum 2.1 in Computer Science or a related degree
- Experience of at least one programming language
- Basic knowledge of the software development lifecycle
- Basic knowledge of database design and development
- Highly motivated and engaged individuals

### Personal attributes

- Highly capable
- Driven constantly to make things better
- Full of 'can do' attitude
- Flexible and collaborative
- Loyal and committed

### Contract terms

To be considered for this role, you must already be a UK resident. ETS employs the best people and in return is a great employer. We offer an environment where employees can enjoy generous reward, including:

- 34 days holiday per year plus bank holidays

- Highly competitive salary
- Relocation assistance

ETS is based in Hersham, in Surrey. Our offices are based a short walk from both Hersham and Walton-on-Thames train stations, which are on a main line to London.

## Applying

If you are interested in this position and feel you have the qualities we are looking for then please email your CV to Ed Nichols at [edward.nichols@etsplc.com](mailto:edward.nichols@etsplc.com).

## Working at ETS

We are determined to create an awesome company where people are happy and successful. To achieve this, we want to offer:

1. **Terrific pay** – We offer generous compensation plans, which are linked to the success of the company. The more ETS succeeds, the more each person earns. When we achieve (or exceed) our objectives, our pay goes from great to terrific.
2. **Plenty of opportunity** – With our plans to grow so much over the next five years, the opportunities for those of us who are ambitious and successful will be amazing.
3. **Incredible holiday** - We want our people to have fabulous lives, and holidays are just so special. Because of this, we want our people to enjoy a breath-taking amount of holiday. (National average is 24 – ETS average is 34) – plus Bank holidays!
4. **Very generous Personal Development** – We know how important it is for us to develop and grow professionally. That's why we encourage everyone to have at least ten days of development each year.
5. **An energising environment** – We're all driven to meet (or exceed!) our objectives.
6. **Challenges and interesting work** – With growth, we'll enjoy lots of challenges and fascinating projects.
7. **Fun** – The more fun we can inject into our work in the office (and with our clients!), the better. We work in a high paced but relaxed atmosphere. We also have our very own Social Committee dedicated to organise internal and external social 'get together'.
8. **Flexibility** – Because our focus is on making sure we achieve objectives, we embrace working flexibly whole-heartedly.
9. **A sense of success** – Because we agree clear and fair objectives, and we're determined to achieve (or exceed them!), we celebrate all individual and company successes.