Job Description



JOB TITLE: Senior Bespoke Java Developer

GRADE: 4

REPORTING TO: Lead Bespoke Developer

LOCATION: Swansea

# **ABOUT US:**

ERS is the UK's largest specialist motor insurer with an A+ rating. We recognise that for some, motor insurance is more than just a must-have; it's a way of taking care of what stands at the heart of their passion or livelihood. For those people, standard insurance isn't enough. That's why we work exclusively with motor insurance brokers to help get under the skin of the most difficult insurance risks, helping build products to meet their customer’s needs.

**THE ROLE:**

* The development, implementation and maintenance of bespoke solutions in line with delivery frameworks, governance and SLA’s.
* Design solutions aligned to business requirements using the appropriate design patterns
* Product related incident management, investigating and addressing identified issues.
* Promote and embrace a culture of continuous improvement, carrying out improvements when identified.
* Support the Lead Bespoke Developer in leading the Bespoke Development Team as and when required.
* Liaise with delivery teams to ensure bespoke products suitably tested, deployed and supported.
* Advocate of best practise in the bespoke development team
* Help develop the technical and delivery capability in the bespoke development.

**KEY RESPONSIBILITIES:**

**Delivery**

* To work as an integral member of the bespoke development team delivering Project and BAU change in line with agreed delivery frameworks, governance and SLA’s.
* Responsible for addressing incidents as part of the product incident management process
* Ensuring the agreed definition of done is met throughout the product delivery process, including…
  + Requirements are clearly understood and sized
  + Documentation is adhered to and maintained on an ongoing basis including suitable design
  + Change is delivered on time and to the specified requirements
  + Change is delivered according to agreed delivery frameworks, governance and SLA’s.
  + Customer expectations are managed effectively on an ongoing basis
  + Ensure comprehensive handover and support is provided to dependent delivery teams.
* Support the Lead Bespoke Developer in ensuring the bespoke development team produces high quality products, adhering to the required standards, performing quality reviews where required.
* Work closely with the Enterprise Systems architect on supporting the realisation of the architectural strategy / roadmap
* Support business stakeholders with any product related queries
* Support and liaise with other delivery teams to ensure deliverables are on time and fit for purpose
* Design of technical products by adopting the appropriate design patterns
* Participate and promote team ceremonies in line with the agreed delivery frameworks.
* Act as an escalation point for development issues and act to resolve issues which are flagged.
* Help communicate, champion and lead the implementation of best practise and change within the bespoke development team.
* Mentor and support members of the team with ongoing deliverables and personal development.
* Collaborate with external professionals and third-party suppliers in delivering change.
* Support the ongoing maintenance of the development platforms and technologies.
* Maintain an awareness within the team of ERS policies and procedures and ensure the team adhere to them.
* Ensure solutions support the growth of ERS by being scalable, highly available and portable
* Ensure solutions are designed with approved SLAs agreed with and signed off by the appropriate business partner.

**Personal Development / Continuous Improvement**

* Contribute - Actively manage the implementation of continual improvement initiatives which support underlying strategies
* Actively keep informed of the development technologies, related roadmaps and how new capabilities can be adopted by the development team in delivering bespoke change.
* Attend organised events with a view to further the development team’s knowledge and capabilities.
* Build on foundations to grow existing relationships with stakeholders across key departments within the business.
* Seek feedback from colleagues to aide development within the role
* Embody and amplify the ERS values in all aspects of day to day activity ensuring that all interactions and engagements are carried out with the highest ethical and professional standards and that all work is accomplished with quality and in accordance with ERS values

*The above duties and responsibilities are not an exhaustive list and you may be required to undertake any other reasonable duties compatible with your experience and competencies. This description may be varied from time to time to reflect changing business requirements.*

**KEY DESIRABLE ATTRIBUTES:**

The role requires the job holder to be able to demonstrate the following technical attributes;

* Extensive knowledge and experience of delivering bespoke technical solutions, preferably with a qualification in development or systems integration technology. e.g. MCSD
* Extensive skills in Java and Spring Boot web development
* Previous experience of delivering solutions based on Microservice architecture.
* Previous experience of working in a variety of delivery methodologies, specifically in an agile environment (e.g. SCRUM and Kanban).
* Previous exposure to a DevOps delivery culture including CICD tooling and implementation.

With the following attributes being advantageous;

* Previous experience of working in an insurance environment
* Previous experience of a senior role within a software delivery environment.
* Kubernetes / OpenShift containerisation orchestration experience.
* Azure Gateway experience.

This role requires the job holder to be able to demonstrate the following competencies:

* Highly developed communication skills – excellent written and oral communication skills, with an attention to detail, to be able to communicate with stakeholders of various seniority,
* Highly developed interpersonal skills to help build and maintain valuable relationships within all business areas.
* Possess high level of analysis, logical reasoning and problem-solving skills
* The ability to prioritise work and the organisation skills to effectively manage the development teams time according to those priorities.
* The ability to work to challenging delivery deadlines, in a high-pressure environment and doing so without compromising quality.
* The ability to work effectively as part of a team and individually to achieve set goals
* The ability to accept constructive feedback in a positive manner with a view to continuous improvement.
* The ability to take a holistic view of change and suggest areas for improvement.
* Demonstrate a high level of professionalism at all times.
* Commercial awareness with the ability to frame ideas in a business-friendly manner.

Name (PRINT): .…………………………………………………………………

Signature: …………………………………………………………………………

Date: …………………………………………………………………………………