



### **Role Profile**

Software Engineer (Full Stack)

### **Location**

Gloucester, GL3 4AH

### **Salary**

up to £55,000 DOE

### **Contract Type**

Permanent / Full-Time

Blackfinch Group is an award-winning investment specialist with a heritage dating back over 25 years. A trusted provider, we work in partnership with advisers. Our businesses cover tax-efficient solutions, early stage investing, managed portfolio services, property financing and renewable energy. As an environmental, social and governance (ESG) investor, we work for a positive impact. We're proud to be entrusted with over £500 million in assets under management and administration.



## Purpose of Role

Our Engineering team plays an important role in supporting the business to realise its objectives and goals. To support the business and reporting to the Head of Engineering, you will be responsible for all stages of software development and for build and design of our marketable technology products.

## Key Accountabilities

- Manage a portfolio of various long and short-term projects, with ability to prioritise and re-prioritise to business needs and timeframes.
- Responsible for employing deep understanding of design principles and good practice in working with a team of developers, ensuring that coding is checked, tested and piloted before release. Ensure that all coding is supported by 'design notes' for future reference.
- Ensure proper and appropriate knowledge transfer of coding language and principles throughout the team, ensuring accuracy in knowledge development.
- Collaborating with stakeholders and be responsible for translating ideas into marketable technology products, and project planning through to product release.
- Managing expectations for product delivery, ensuring that stakeholders are kept informed of product development, any issues with development and propose workarounds.
- Mentoring and training of junior developers, including code reviews, training sessions and developing appropriate guidance.
- Take ownership of projects, research and adopt new technologies and propose new developments and add credible insight to development discussions.
- Writing and maintaining clean and tested code, which complies with the team and Engineering's agreed principles and practices whilst avoiding over-engineering.
- Provide technical support to our fantastic operations and client facing teams, fixing bugs, giving advice and communicating technical concepts to non-technical staff. That includes maintaining our internal and user documentation.
- Providing continuous improvements in the way we collect and provide data for all teams to use when making decisions.
- Ensure high DevOps and analytics maturity is established and maintained for all applications/services.

## Required Experience

- At least 5 years of experience of Software Development, predominantly using C# (or similar) and/or JavaScript.
- At least 3 years commercial experience with technological SaaS product design and development.
- Experience of the full software development lifecycle.
- Experience of working with Agile Development methodologies.
- Demonstrable experience of solving complex problems with appropriate use of Design Patterns and standard practices.

- Significant experience of either Component Driven UI development (e.g. React, Vue, Angular, Blazor etc.) or using a Razor-based technology (e.g. .NET MVC, Razor Pages, Blazor)
- An awareness of most, and experience with some of the tools and technologies used by the team, see below.
- A working understanding of the methodologies and practices used by the team, see below.

## Tools & Technologies

The team employ a variety of tools and technologies to support the ever-expanding requirements of the business. An awareness of most of the following technologies is required for this role, as well as experience with some of them:

- Modern Programming Languages and Frameworks such as C# and dotnet core
- Back-End Technologies and Concepts such as RESTful APIs and GraphQL
  - Data Storage Technologies such as CosmosDB, Elasticsearch and MySQL
  - DevOps Technologies such as Docker and Kubernetes
  - Event and Messaging Brokerage Technologies such as Azure Service Bus
  - Cloud Service Providers such as Azure and Google Cloud
  - Front-End Technologies such as HTML5, SASS, Blazor, VueJS, React, npm and PWAs

## Methodologies & Practices

Various Methodologies are used by the team to drive the development process. At least some understanding of these is required for this role.

- Agile Development methodologies such as Scrum and Kanban
- Architectural & Design Principals such as Domain Driven Design, Microservices, Event Driven Architecture and Development Design Patterns
- DevOps concepts such as CI/CD and APM
- Behaviour Driven and Test Driven Development where appropriate
- Component Driven Development and Design Systems where appropriate

## Additional Criteria

A successful candidate should be a strong team player and have an innate ability to proactively support colleagues. The candidate should have an excellent ability to simply articulate complex issues, both in written form and verbally and will have a proactive attitude to problem solving.

If you believe you have the skills and experience for this role, we'd be interested to hear from you.

Apply by sending your CV and any other supporting documents to **HR@blackfinch.co.uk**.

If you require any further information about this role, we're here to help, contact us on 01452 717070.

## Our Values

At Blackfinch we're working to make a difference in the world. We partner with advisers to meet client and business aims. Inspired by the work of Charles Darwin, we're named after one of Darwin's finches, which influenced his theories of evolution.

Our values of 'adapt', 'evolve' and 'thrive' run through everything we do. We continually adapt to changing markets, providing evolved products so that our customers can thrive. These values inform our work as an ESG investor, working towards a more sustainable future.



Offering a supportive environment, championing continuing professional development and sponsoring staff for qualifications.



One of the friendliest businesses in financial services, supporting our people, customers and investee companies.



Providing opportunities to progress plus to take up benefits, and to get involved in sponsorship and charity work

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