

Technical Lead (Full Web Stack and API)

London, London, City of, United Kingdom · Digital Stores · EBT

DESCRIPTION

Everyone shops at M&S for something and everyone has an opinion of M&S. There has been a quiet revolution happening inside our Digital Development team. Everything we do is grounded in the needs, wants and behaviour of our customers and store colleagues. They inspire us and tell us when we're on the right track, and when we're not. We experiment, we make big and small changes, and we enjoy the fact that everything we do has the potential to impact & delight over 32 million customers and over 60,000 store colleagues daily.

We've moved to being much more agile but truthfully, there is still plenty more to improve on and we'd like your help doing so. This is why we will continue to hire like-minded individuals from high growth tech players such as Lovefilm, TransferWise, ASOS, GDS and Reevoo who bring the right DNA (and fun!) into our product teams in Paddington. Our teams of designers, developers, UX researchers, product managers and data scientists all collaborate on our digital products and experiences, together.

About the Digital Stores Team:

The Digital Stores team is at the forefront of technology driven change in our stores. Whether it's enhancing the shopping experience for our customers or empowering our 60,000 store colleagues with mobile device apps, we aspire to embrace the latest technology innovations in software engineering and retail. Although a number of our current in-store propositions were built using .Net, we're just as passionate about Open Source and are expanding our tech to include other stacks. However, we are open to ideas and actually still figuring things out, so now's a great time to join and help shape the team and tech. The team will undoubtedly grow, and we need passionate, driven and energetic engineers to join us on our journey. If you love to code, have an eye for user experience, and relish the opportunity to transform our stores with tech, then we'd love to hear from you.

About the Role:

We are embarking on an exciting and transformative initiative to empower our store staff with mobile apps that provide immediate access to the information and tools they need to better serve our customers. Underpinning this initiative is the development of a retail API platform and supporting web front-ends. The Technical Lead will lead the development of this new cloud platform and web front-ends. The expectation is that the Technical Lead role will be approximately 70:30 coding versus other activity, leading a team of 3 to 5 software engineers with some line management responsibility.

- Work in an Agile, cross-functional team taking responsibility for the team deliverables and quality
- Work closely with team members and business stakeholders to understand problem statements and define solutions
- Deliver an API platform and supporting web applications
- Promote and drive the adoption of software engineering best practise
- Drive the development and delivery of innovation
- Active member of the agile team with a commitment to deliver the iteration goals

REQUIREMENTS

About You:

- Experience providing technical guidance and direction to a team, and enjoy coaching and developing others
- Like working as part of a diverse multi-disciplinary team, in an agile fashion

- Confident full web stack developer with solid API experience
- Appreciate that writing tests is often just as important as writing code, so that we can fearlessly build and develop on top of each others' work
- Are a trusted advisor to your product owner and other stakeholders
- Passion for technology and keep up to date with technology trends and modern software development practices
- Analytical and logical approach to understanding complex problems, and a creative approach to solving them
- Keen interest in design patterns
- Excellent written and verbal communication skills
- Enthusiastic, conscientious, highly motivated, and works well in a team environment
- Understanding of non-functional requirements, quality assurance and continuous improvement methods
- Community contribution (e.g. open source, articles, blogs, talks)

Essential Skills:

- Full stack web developer
- Object oriented programming
- Developing Restful APIs
- Service Oriented Architecture
- Relational databases and SQL
- Document databases and MongoDB
- Modern engineering practices including TDD, BDD, SOLID and pair programming
- Experience of Agile practices, particularly SCRUM or Kanban and Continuous Integration
- Distributed source control (preferably GIT)
- Continuous Integration (set-up and configuration)
- Grunt or similar
- Bash
- Technical documentation, e.g. detailed design documents, architecture diagrams
- 3+ years of software engineering experience in an agile environment
- At least 12 months experience as a hands-on team lead of an Agile team
- Mentoring/coaching junior members of the team

Desirable Skills:

- Responsive design

- Cloud platforms such as Azure, AWS or Heroku
- Native mobile development (any platform, e.g. IOS, Android)
- Stakeholder engagement experience
- Scrum master experience
- Line management responsibilities

BENEFITS

What's in it for You?

- Be part of the quiet revolution within a much loved heritage brand that everyone buys from
- You'll play a key part in seeing through the transformation we have started, working with sharp, dedicated and innovative people
- Have an impact -- on our scale even a small improvement has huge impact
- Supported paid volunteering - An opportunity to give a little back with our Plan A partnerships
- On-site tech talks - Inspiring talks from experts in design, development and product
- Pluralsight and Safari Books account
- Benefits package to attract the best
- 'Be good'. We're proud of our commitment to 'Plan A' -- because there's no Plan B for the planet.
- Subsidised meals & snacks - Incredible M&S food, throughout the day
- Personal development and innovation time