**Senior Software Developer**

**Job Description and Person Specification**

4th August 2020

**We are seeking a Senior Software Developer to work alongside our Technical Director, to help maintain, improve and develop our product. You will help charities do amazing things better.**

**You’ll spend a lot of your time in php, but this is a full-stack role, working on an established product. You’ll be the second developer in a small, friendly team who work around the country from home, or in our offices in Liverpool and Chichester. We aim to provide a supportive work environment that allows you to balance your work with your life.**

**The Company and Product**

Lamplight is a database specifically designed for charities so that they can record, monitor and report on their services and users. We are a privately owned family company, and have been operating since 2004. We have stable cashflows, no debt, and no external funders. We have been investing in growth and are seeking to increase our team from 9 currently (1 developer) to 14 people (3 developers).

**The role**

We are looking for someone to work alongside our Technical Director to support the maintenance and development of Lamplight. This will include the hosting infrastructure on AWS and work on the php (and occasional javascript / css) codebase. The kinds of tasks:

**Code**

* Looking into customer-specific queries / bugs raised by the support team, and developing tested patches or otherwise resolving
* Contributing to the security of code, infrastructure, and practices.
* Working on small feature requests
* Refactoring old code, adding unit tests
* Working on larger functional changes – understanding needs, developing specs, designing solutions, implementation
* Code reviews

**Servers**

* Monitoring AWS server status
* Involvement in infrastructure changes, upgrades etc.
* Contributing to larger non-code projects – for example gaining ISO27001 accreditation

**Other**

* Documenting code and contributing to support materials
* Involvement in team discussions about the business generally, and product development priorities.

**The Person**

We’re looking for a generalist. In such a small organisation and as half of the technical team you’ll need to be happy across the stack, from the AWS linux server infrastructure, through SQL and php, to the occasional front-end javascript & css. You’ll be happy working on a single product that doesn’t use the latest whizziest technologies. You may not like some of the code you find, but you’ll appreciate the opportunity to refactor it, write new tests, and improve the quality of the codebase.

We’d expect the successful candidate to:

* Write secure, tested, clean code. And you’ll be able to refactor towards that where needed.
* Have 5+ years experience of significant use of at least one of our core technologies (AWS; SQL; php; or javascript and css).
* Have a good working knowledge of php (if you don’t have 5+ years experience using php) and ideally Zend Framework
* Be able to explain choices you’ve made about the code you’ve written
* Demonstrate a willingness to learn, including the existing codebase.
* Share our values

Ideally, you’ll also have some knowledge of the voluntary sector, the challenges it faces, and the problems that Lamplight solves.

**We offer**

Lamplight is a mature product with a stable and growing customer base. Although there is plenty we’d like to do to improve it, you will not be working in an environment that prioritises delivery to artificial timescales over quality or your wellbeing. When we need it, we are able to take the time to refactor code that needs it and improve test coverage and quality.

We have small offices in Chichester and Liverpool where (ordinarily) around half our team are based; the rest prefer to work from home. The Technical Director is based in London. We like to work in the environment that suits us best and where we get our best work done. We understand that you may have other commitments outside of work and will try and arrange your hours and terms to enable you to balance them.

We're committed to inclusion and equal opportunities and to providing our employees with a work environment free from discrimination in which all can thrive. We recognise and value the benefits of a diverse workforce and we are seeking applications from people of all backgrounds. If you have accessibility requirements and would like information in a different format, email: jobs@lamplightdb.co.uk to make alternative arrangements.

We like to keep learning, and are willing to support external training, attending conferences and your professional development. We offer 28 days holiday per year plus public holidays.

Pay is in the region of £40 - 50,000k p.a.

**To Apply**

Please apply via our recruitment site <https://www.lamplightdb.co.uk/join-us>. Feel free to contact Matt Parker on [matt@lamplightdb.co.uk](mailto:matt@lamplightdb.co.uk) if you'd like to find out more first, or if you need to apply in a different format.

The closing date for applications is 24th August 2020 at 9am. Interviews will last around an hour and be during the week commencing 7th September 2020, on Zoom (please let us know when applying if this will be difficult).

**Our Values**

Our mission is guided by our core principles which are a guide of how we behave.

* Integrity: we work honestly and have an open work culture.
* Friendliness: we work to build strong relationships with our clients, partners and have a work environment that is friendly and relaxed.
* Knowledge: we are rooted in the sector and our involvement and previous experience in the sector means we can relate easily to our customers and de-liver value. The customer is always at the heart of our decisions.
* Accessibility: we are flexible and work to provide a system that is widely available to all.
* Quality: we provide a supportive environment and adopt easily understandable language ensuring the system is easily understood by users.

**More About the Code & Infrastructure**

Lamplight has been in operation for about 15 years and the oldest code in the current code base is around 10 years old. There are 328k Lines Of Code; 58k Logical Lines Of Code; and 2640 classes. Unit tests are in place and used and cover much of the core of the codebase, but there are always opportunities for refactoring and improvement.

* php using Zend Framework (in process of upgrading to php 7.4)
* javascript using Yahoo User Interface (YUI) library
* Amazon Web Services (using Elastic Load Balancer, EC2, Aurora, S3, DynamoDB, Route 53 for product; CloudWatch, CodeDeploy for management)

This is a live codebase and our only product, which we continue to develop and improve. The front-end is fairly stable and receives occasional tweaks but we don’t like to upset our customers with radical changes. Source control uses git and issues on github, unit tests using phpunit and Mockery. Deployment is automated, incremental and frequent (sometimes several times a week).