



JOB DESCRIPTION

1. JOB SPECIFICS	
Job Title:	Lead Engineer
Reports to:	Development Manager - QA 2.0
Location:	Remote
Department:	QA 2.0 - Portal

2. ABOUT THE ROLE	
What you'll be doing?	<p>QA is looking for a passionate, highly focused and ambitious Lead Engineer, who will work collaboratively and help inspire the build of our next-generation portal and digital transformation programme (QA 2.0).</p> <p>The Lead will be an expert in Full Stack development to help mentor the team and ensure development best practice (front and back-end) and governance around architecture.</p> <p>We move seamlessly from full-stack web development, to deployment/scaling using Continuous Delivery and build with quality which is included in our Definition of Done.</p> <p>This position will work hands-on in a development capacity to own the solutions architecture and steer how features are implemented, helping to create the best experience with quality maintainable code.</p> <p>We are looking for someone who is excited by building market leading products and delivering solutions that meet the needs of our users and deliver technology excellence.</p> <p>Our ideal candidate has a strong passion for education, skills development, and technology.</p>
Key Responsibilities	<p>As Lead Engineer in the Portal team, you will be responsible for shipping features that improve the way our customers keep track of their organisation's skills, provide guidance to their teams, and measure their results and investment in training.</p> <p>The role will operate inside of a dedicated product development team (autonomous squad) and as the Lead Engineer you will be responsible for ensuring the quality of the solutions architecture and helping to mentor engineering roles in the team to develop their skills.</p> <p>The Lead Engineer responsibilities will include:</p> <ul style="list-style-type: none"> • Exceptional ability to write well-structured, maintainable, idiomatic code with excellent documentation with unit tests for each feature and a discipline around bug fixing. • Collaborate in a cross-functional team, including engineers, designers, dev ops and product managers

	<p>to quickly deliver new features for the platform.</p> <ul style="list-style-type: none"> • Work closely with Dev Ops to ensure smooth deployments, with any errors logged and debugged effectively ahead of the next release. • Work within an agile framework (appropriate to the squad) to deliver iterations/updates using Continuous Delivery • Ensure all code is of the highest quality using code reviews to facilitate and raising the ambition of the team to higher standards
KPIs & SLAs	<ul style="list-style-type: none"> • Portal engagement and conversion • User feedback
Key Working Relationships	Head of Propositions (Product Owner), Product Manager (QA Portal), 2.0 Lead

3. ABOUT YOU

Skills & Abilities	<ul style="list-style-type: none"> • Passion for coding and solving problems, web technologies, and shipping features that drive user adoption • Expert understanding of server-side technologies Python, Django, Flask, Celery • Expert understanding of client-side technologies React, JavaScript, ES6, Webpack, HTML5, CSS3, Bootstrap, Web Components, Redux • Strong understanding of Relational and NoSQL databases PostgreSQL, MongoDB and Redis • Agile Methodologies (Scrum/Kanban) • Expert experience in RESTful API development and Service-Oriented Architecture • Caching strategy and solutions • BDD / TDD / DDD and use of mocks and dependency injection • Cloud-oriented technologies - AWS, Heroku, Docker • Familiar with cloud architecture patterns and best practices for designing highly available, scalable, and secure systems • Tuning and optimizing queries
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	<ul style="list-style-type: none"> Ability to work independently and as part of a team, with a sense of urgency and integrity
Your Experience	<p>Experience in Lead Engineering role</p> <p>Experience in building enterprise/consumer solutions</p> <p>Experience with ecommerce/transactional products</p> <p>Good communication, organizational and analytical skills</p> <p>Experience with SPA (single page applications) and SSR (server-side rendering) with React</p> <p>Experience with Continuous Delivery</p> <p>Demonstrated ability to lead a team, drive consensus with engineers and ship the right product to the right users with multiple stakeholders</p> <p>Experience balancing execution, agility, and culture at a fast-growing business.</p>
Your Knowledge	<p>Strong understanding of object-oriented principles and design patterns</p> <p>Strong knowledge and working with distributed version control systems e.g. Git (Github/Bitbucket).</p>
Your Qualifications	<p>BS/MS in a Technology/Engineering field - Computer Engineering</p>
What you'll bring to QA	<p>Passion and energy</p>

4. ABOUT QA	
About us	<p>We shape the next generation of technologists, leaders and innovators.</p> <p>By powering potential - the potential of over a quarter of a million learners a year. We empower them to push boundaries and thrive in the workplace.</p> <p>Why we do learning</p> <p>For over 30 years, we've worked in technology - where the impact of great learning is changing the world.</p> <p>A bold statement, but hear us out. We are right at the centre of a technological revolution. Devices are not just connecting people, cities and countries - they are connecting to each other, collecting data and using it to learn and make themselves better. Soon we will have cars that can drive themselves, fridges that make sure we never run out of milk and computers that can learn from their own mistakes.</p> <p>Driving this revolution? People.</p> <p>And this is where we come in.</p> <p>People advancing their knowledge in technology - to enrich society - build a new culture - better how we live our lives, and how we work together.</p> <p>People are learning to use technology to drive phenomenal change. This is our passion - powering their potential.</p>
We promise to be	<p>Bold</p> <ul style="list-style-type: none"> ○ Ambition is great. We set ambitious targets - holding ourselves and others to ever-higher standards. ○ We contribute (insightfully) to the debate inside and outside QA. ○ We move. Quickly. We respond to your needs - fast. <p>Collaborative</p> <ul style="list-style-type: none"> ○ We spend time getting to know you - our learners and our customers - to earn your trust. ○ We connect a solution to your problem - we have tonnes of different services to help you. ○ We're the positive person who actively gets stuck into solving problems. <p>Progressive</p> <ul style="list-style-type: none"> ○ We embrace change - and support it. ○ We challenge ourselves to use the latest technologies and methods - no matter how out there. ○ We're curious - about what you do, about what the person next to you does, about our customers and our learners.

What's on offer?	<p>Learning is not just a service we provide, it's a way of life at QA, and we try to ensure that everyone has the opportunity to take advantage of our huge and varied range of learning and development options, so everyone is eligible for 3 Training Days every year, to focus on subjects they're interested in.</p> <p>We also know that many people like to "give back" and so we offer 2 paid Charity Days each year to support your chosen charity in whatever way you choose. And if you get involved in charity fundraising, QA will also double any sponsorship money raised, up to £250. This is over and above the charitable activities that we encourage through our annual QA fundraising drives - you can get involved with this as much or as little as you like. We see it as a great way to foster team building too.</p> <p>We all need to take time out to recharge our batteries from time to time and enjoy some down time, so we provide a fairly generous 25 days' holiday per annum (rising to 28 days after 5 years)- with the option to buy more if you wish.</p> <p>It's important, too, to plan for the future and ensure we are able to maintain the lifestyle we have worked so hard to achieve, once we retire from the hurly burly and slow down to enjoy our later years, so we offer a defined contribution pension plan and will match your contributions up to a maximum of X% of your basic salary.</p> <p>Then there are two of our core benefit offerings, not the most exciting, but we consider it important to ensure everyone has the peace of mind provided by Life Assurance (4x your basic salary) and Permanent Health Insurance (after a qualifying period) in the event that ill health, or worse, disrupts our plans.</p> <p>And finally, a few fringe benefits to assist with travel and lifestyle choices:</p> <ul style="list-style-type: none">○ Season ticket loan○ Corporate gym membership○ Cycle to work scheme
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