



Job Specification: Senior Systems Developer (C#.NET)

Job Title: Senior Systems Developer
Reports to: Development Manager
Direct reports: None
Location: South West London

Summary:

We're seeking an accomplished C#.NET developer to join our in-house team and take a key role in the development of Abel & Cole's warehouse and office systems.

Our internally developed systems have grown and evolved with the business over the last 15 years and in that time there have been many dramatic advances. Now we are embarking on a major new investment programme for our warehouse systems, in which we aim to employ new technologies to deliver essential new requirements and improve user experience for our warehouse users.

This role provides the successful applicant to join Abel & Cole at a time of growth and grow their skills and experience with the business.

As part of a small development team in a growing company, this is a high-profile and varied role, requiring a mix of business analysis, design, implementation and incremental delivery to business users. Interaction with non-technical staff and cross-functional teams is critical to ensure that new systems continue to delight users and contribute to the continued growth and profitability of Abel & Cole.

Essential Skills:

- A minimum of five years C#.NET experience, developing WinForms or multi-tier applications.
- Good commercial experience developing iterative solutions for business users.
- Good Object-Oriented Design skills with UML.
- SQL development skills, ideally employed on SQL Server.
- Knowledge of LINQ, Lambda Expressions and other recent C#.NET developments.

Desirable Skills:

- Experience in developing for Windows Mobile/Windows Embedded Handheld devices.
- Experience in integrating with hardware devices or low-level Windows API programming.
- Experience using Windows Communication Foundation (WCF) or lower level inter-process communication mechanisms.
- Experience of DevExpress, WPF, Sliverlight, Crystal Reports, SSRS or other GUI or reporting tools would be an advantage.
- Experience of Agile development methodologies.
- Experience of Warehouse, Stock Management, Retail or Ecommerce businesses.

Personal Characteristics:

- Proven organisational skills with an aptitude for project or team management.
- Good communication skills with high standards in visual, written and oral communication.
- Ability to build strong relationships with both technical and non-technical team members.
- An eye for good GUI design and a passion for delivering good user experience.
- Disciplined and independent personal management skills - can work to deadlines and standards with a minimum of supervision when required.
- Excellent problem-solving skills and initiative; able to find innovative and elegant solutions to complex problems.

- Commitment to a hard-working, ethical and professional culture within a growing company.
- Strong desire to develop personal skills through knowledge of new development methodologies, technologies and industry developments.

Key Responsibilities:

- Work with key users and business experts to analyse requirements.
- Refine user stories, plan and track progress of tasks and monitor risks.
- Present ideas, estimates and plans effectively to the rest of the team, to story owners, managers and directors.
- Define and implement new features and incremental replacements for legacy systems or manual processes.
- Demonstrate, document and train users and others with respect to prototypes and new features developed.
- Maintain the performance and responsiveness of systems; identify opportunities to improve maintainability and re-factor.
- Identify opportunities for future development; research into products and technologies that will enhance the function or performance of systems.
- Adhere to strategy and implementation standards as set out by the Development Manager.

Company Background:

Abel & Cole is an award-winning organic food business based in south London. Founded by Keith Abel in 1988, Abel & Cole currently delivers to 30,000 customers each week and employs over 350 staff across seven sites.

With a product and service that are second to none, Abel & Cole has succeeded in marrying principles with profit. The company plans crops and other produce in advance with its suppliers and guarantees an agreed fair price for them, supported by an impressive environmental record, including developments on recycling, biodegradable packaging, and alternative fuels.

We are proud of our company culture, which combines friendliness, supportiveness and humour with outstanding levels of achievement at work. The company firmly believes that corporate responsibility is not just compatible with commercial success—it underpins it. For such reasons as these Abel & Cole has won much praise and many awards, including the Soil Association's Organic Retailer of the Year, and the National Customer Service Award for three years in a row.

Our achievements would not have been possible without a fantastic website, supported by comprehensive bespoke in-house systems which run everything. Our systems, based on SQL Server and Microsoft Technologies, manage everything that we need to run the business including setting up products, ordering stock from suppliers, printing labels for production, managing stock levels and organising delivery routes for drivers.

Additional information:

- Salary: £39,000-£45,000 (depending on experience)
- Hours: 40 hour week, 9am – 6pm
- Holidays: 22 days rising to 25 with service
- Benefits include: contributory pension scheme, free fruit and veg, 35% staff discount, bicycle scheme...

To apply for this position, please send your full CV together with covering letter to James Poupard via email at itjobs@abelandcole.co.uk by 4th February 2012