

Job title

Senior Software Engineer (Shift Pattern)

Location

Kings Hill (Kent), near West Malling

Department

Client Support Team (CST)

Who are RDT?

RDT is a focused and successful agile software company. It has been working in the UK insurance market for over 20 year and in this time has been delivering highly innovative software and consulting solutions. RDT prides itself on being a disruptive force in the insurance market and has been at the forefront of many pivotal technology innovations. This is still true today, as we continue to build industry changing products in our singular quest to *ReDefine Tomorrow*.

The Senior Software Engineer role at RDT

Senior Software Engineers report directly to the Lead Software Engineers and work closely with architects, software engineers, database specialists, business analysts and test analysts. The Senior Software Engineer role is fundamental, ensuring we continue to deliver solutions that meet our high standards.

Yours is a key role in liaising with your immediate team, our customers and, at times, third parties. You will advise on, and architect, technical solutions, analyse business requirements, produce technical designs and fulfil development of projects to delivery.

What you'll be doing

- You will be available to work evenings and weekends on a rota basis.
- Working in a matrix managed, fast paced Delivery team driving the delivery and the entire department forward.
- You will design and implement software to the highest standard, according to defined coding guidelines.
- You will be developing enterprise applications hosted in the cloud and on-premise and will be involved in the full software development lifecycle.
- You will be working collaboratively within a cross-functional team where there is transparency and clear visibility of progress and risks.
- You will support driving consistency, quality and good engineering practices through all deliverables while ensuring that all solutions adhere to common architectural/development goals.
- You'll take a proactive approach to your work, setting the standard for best development practice, communicate clearly, challenge, listen and always look for improvement.

- You will stay up-to-date with new technology, patterns and practices and will always seek opportunities where the company can apply these to push us forward.
- You will demonstrate a real appetite for learning and setting the standard for best development practice.
- You will mentor the junior developers in the team, nurturing our talent and ensuring our high standards are met.
- Yours is a key role in liaising with your immediate team and, at times, our customers and third parties. You will provide input to technical solutions, help fulfil development of projects and tasks to delivery for our Clients.

What we expect from you

Qualifications & Experience:

- A degree, similar level qualification or qualified by experience.
- Proven experience of developing complex, highly performing and high quality software systems.
- You've worked on agile projects, and you appreciate the value of rapid iterations. You have solid experience of Scrum and practical experience of working as part of a scrum/agile team.
- Solid experience and knowledge of all aspects the Software Development Lifecycle.
- You are methodical with an eye for detail and quality.
- Excellent mentoring skills.

Essential Skills:

- You have a passion for creating great software - great to use, easy to maintain and easy to extend.
- You have excellent working knowledge in .Net code. You have a proven track record of C# development and you're always striving to push your knowledge forward.
- You have expert experience developing RESTful services using ASP.NET Web API and understand the principles of REST.
- You have solid understanding of Services Oriented Architecture (SOA) and understand the benefits and challenges of this architecture. You are comfortable with the ABC's of Windows Communication Foundation (WCF).
- You have experience in highly available, multi-tier and enterprise application solutions. You can design and implement loosely coupled applications.
- You understand the SOLID principles and adhere to these guidelines where possible within your development. You always encourage development using these principles and can justify the investment in this approach.
- You know how to keep your projects clean and well-structured. You understand the importance of naming and adhering to standards and you are happy to help move those standards forward.
- You understand when to make use of asynchronous programming techniques. You can demonstrate an understanding of the importance of performance, scalability and resilience and you always develop with these in mind.
- You use test driven development and you are comfortable teaching this practice. You understand testing including unit tests, integration tests and acceptance tests. You know when they're useful, and what they can teach.

- You have excellent experience working on relational database design and are proficient with SQL Server. You know how to optimise databases for performance and you know where to look and the tools to use when things are slowing down.
- You are comfortable with analysis and technical design. You have experience writing design documentation and understand its importance for development solutions.
- You have a passion for technology, an appetite to learn and a “can-do” attitude. You will happily share you knowledge and understand the power of communication to improve processes and optimise technical solutions.
- You take ownership and responsibility and have the confidence to challenge. You are always mindful of improvement, identifying and reducing waste and ensuring strategic objectives are being fulfilled.

Desirable skills:

- You are Microsoft Certified.
- You have insurance experience.
- You have experience in Windows client application development using WinForms.
- You have experience in Web application development. You have delivered enterprise web applications using ASP.NET MVC.
- You know your HTML and CSS. You are comfortable with the HTML5 elements and CSS3 standard.
- You have a working knowledge of JavaScript, not just the good parts. You have had exposure to Single Page Applications (SPAs) and have used JavaScript frameworks such as Knockout, AngularJS or Ember to deliver solutions.
- You have been involved in development using Workflow Foundation (WF). You have a working knowledge of re-hosting the runtime, creating custom activities and activity designers.
- You have experience in development, deployment and testing of cloud based applications.
- You have experience using automated testing frameworks. You have experience with load, stress and soak testing and are aware of the tooling available to support these tests.
- You have experience in automated build and deployment of software solutions. You are familiar with Continuous Delivery and understand the benefits of this practice to support the process of software delivery.
- You have a background in software security and have good experience in implementing these principles.
- You have knowledge of network design and how it affects service based software development e.g. NLB's, reverse proxies.

What's in it for you

You will be using the latest Microsoft technologies and tools to deliver market leading software to prestigious customers within the industry.

You will be working with sharp and innovative people who are dedicated and driven and more than happy to share their knowledge with you.

You will influence the direction RDT takes for software development and how we work. RDT will listen to new ideas and provide the opportunity for you to make a difference.

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