



ROYAL OPERA HOUSE

JOB DESCRIPTION

Title: Junior Developer

Reports to: Head of Digital Development

Background

The ROH website accounts for over a third of the organisation's revenue and is a hub for opera and ballet fans from around the world. Working as part of the Digital Development team, this role will help support a major redesign of the ROH website, delivering a new mobile-first customer experience. This project is a key strand of a wider programme to 'Open Up' the ROH to new audiences and will be delivered alongside new public spaces and improved use of technology in our world-class venue.

During the first six months, the role is to deliver working, tested code to support new or improved customer experiences as part of the ROH digital estate. The role works as part of Scrum team to deliver stories with an appropriate number of story points.

Main purpose of the job

To work collaboratively as part of the Digital Development team, and in cross disciplinary teams, working on the priorities and goals set for the team

To develop and strengthen a range of skills and ability to use a range of tools, working to best practice

To develop and iterate both front-end and back end /full stack code for the Royal Opera House website and its associated services, with consideration for user needs, business goals and technological capabilities

To work to meet given project timelines and goals, operating within an Agile / scrum environment

To support a culture of innovation and continuous improvement

Main Responsibilities

Working to the priorities set by the Head of Digital Development and Senior Developers:

Learning Curve

- Work consistently to understand your own priorities and the priorities of the Digital Development team, as directed
- Fulfil all designated learning requirements to become fully proficient in the range of skills, tools and in house systems to be able to become operational in the role

- Undertake any ongoing training or learning as required to become fully conversant with any technology updates or best practice needs of the role

Technical Delivery

- Design, develop and maintain software for the Royal Opera House website and other digital platforms
- Contribute to the deployment of code to test, staging and live environments
- Provide concise yet comprehensive technical specifications and documentation
- Work with database administrators on all aspects of data extraction

Project Work

- Undertake projects as directed by the Head of Digital Development and Senior Developers
- Liaise with the other Digital Developers to ensure that all work undertaken is supported by the correct technical architecture, and provide updates as necessary
- Monitor work against the scrum board, provide updates to the Head of Digital Development and for team updates and report any technical difficulties

Best Practice

- Work to agreed standards to ensure best practice within the Digital Development and Technology team
- Participate in quality assurance as appropriate
- Ensure the code base complies with best practice and to create a code library
- Uphold the standards of usability and accessibility

Team Work

- Work effectively within a multi-disciplinary team environment and participate fully in team meetings; the team may include: Other Digital Developers, Product Manager, Agile Delivery Manager, User Researcher, Interaction Designer, Content Producer, Business Analyst
- Ability to work effectively with other developers for paired programming, having coaching and code reviews by Senior Developers
- Support the work, priorities and values of the digital team, providing support as needed

Continuous Improvement

- Develop and maintain awareness of best practice, new tools and trends in the wider digital sector
- Work to an agreed learning plan and manage own learning and continuous professional development relevant to the role
- Contribute to a culture of innovation and continuous improvement
- Contribute to a culture of information sharing, collaborative working and cross-team working

PERSON SPECIFICATION

Essential Knowledge, Skills and Experience

Technical Skills

- Sufficient skills and experience to design and develop server-side and client-side code, such as React JS and PHP 7, for a range of platforms
- A related certification in the field of programming or development
- A solid understanding of the web's three main principles: HTTP, URI and HTML
- Knowledge of relational database systems and SQL databases
- Experience with web application frameworks, MVC and web services

- Familiarity with accessibility, usability and cross browser issues
- Testing: unit, functional and load
- Good working knowledge or ability to learn and become proficient with:
 - Amazon Web Services
 - React JS
 - Redux
 - PHP7 on Symfony,
 - Node JS
 - WordPress
 - Cross browser testing
 - Design/visualisation software such as Photoshop
 - MySQL
- Ability to become familiar with and work effectively with
 - SCRUM or similar agile methodologies
 - Git or equivalent version control
 - Atlassian or similar software development tools
 - HTML5 and CSS3
 - Responsive design
 - Open data

Analytical Skills

- Ability to think laterally and contribute to problem solving
- Well developed analytical and investigative skills
- Ability to incorporate visual design and branding effectively
- Ability to learn to work with performance analysis and optimization tools
- Ability to create reliable and concise documentation
- A passion for the detail and appreciation of the craft of your profession

Team Skills

- Excellent written and oral communication skills
- Track record of working collaboratively in a team environment
- Ability to work to set priorities as part of a project team
- Strong team player, with experience of working successfully with cross discipline teams
- Commitment to delivering a high quality service both individually and as a team
- A broad interest in the arts and cultural sector

Continuous Improvement

- Ability to work to and support a culture of continuous improvement
- The ability to assimilate new information, and develop new skills or hone existing skills, to be able to deliver work to a high standard
- Commitment to managing own learning and continuous development relevant to the role

This Job Description reflects the current situation. It does not preclude change or development that might be required in the future.

