



ROYAL
OPERA
HOUSE

JOB DESCRIPTION

Title: Senior Full Stack Developer

Reports to: Head of Digital Products and Tech Lead

Main Purpose of the Job

To support shaping of new products and services, using your own knowledge of software development best practices to ensure our digital products are at the level of excellence required for a world class arts organisation

To design, develop, deploy, maintain and iterate the software and infrastructure that makes up the Royal Opera House digital offering, delivering high performance, resilient and scalable systems that positively impact the lives of global audiences

To support the culture of continuous development and continuous improvement, including supporting the professional development of less experienced software developers

To work collaboratively with multidisciplinary teams, helping to drive meaningful outcomes in line with the priorities and goals of the team

Main Responsibilities

Working to the priorities set by the Head of Digital Products and Tech Lead:

Technical Delivery

- Design and lead strategies for building reusable libraries and services.
- Own the development of medium-long term strategies for products
- Provide technical leadership and guidance on one or more project workstreams
- Help teams to deliver their best work, through coaching and role modelling
- Provide concise yet comprehensive technical specifications and documentation
- Lead the collaboration and sharing of knowledge and good practice

Project Work

- Engage in project assessment and scoping to ensure that all technical possibilities are explored
- Work with other developers to ensure that all projects are supported by the correct technical architecture
- Brief other developers as necessary
- Track and own work as part of a project team, using agreed tools and methodologies

Best Practice

- Help define standards to ensure best practice
- Undertake testing and be an advocate for effective quality assurance
- Ensure the code base complies with best practice and is appropriately integrated with relevant code libraries
- Champion the standards of security, usability and accessibility
- Promote best practice across the team and support the professional development of less experienced software developers

Relationship management

- Collaborate with colleagues across the organisation to inspire design thinking and customer empathy in an agile, fast-paced, iterative environment
- Work collaboratively in cross-functional teams and uphold a strong team ethic
- Work with product managers to ensure design needs are prioritised as part of broader development work
- Contribute to and support the UX and broader design community at ROH
- Liaise with key stakeholders and any external suppliers to ensure products delivered meet ROH design standards

Continuous Improvement

- Play an active role in the team, contributing effectively to team sprints, meetings and goals
- Develop and maintain awareness of best practice, new tools and trends in the wider digital sector
- Contribute to a culture of innovation and continuous improvement
- Manage own learning and continuous professional development relevant to the role; undertake any training if needed
- Uphold ROH values and behaviours: Treat each other with **Respect** | Be **Open** | Value the **Highest Standards** and contribute to our goals in diversity and inclusion
- Promote and foster a culture of information sharing, collaborative working and team working

PERSON SPECIFICATION

Technical Skills and Experience

- The skills and experience to lead on the the design and development of high quality software (server-side and client-side) for the ROH website and other platforms
- Good working knowledge or transferable skills for a range of modern software development tools, methods and architecture
- Open source technologies, including modern JavaScript and Node.js
- Good experience of development with, and knowledge of, JavaScript, PHP or Python
- Good working knowledge or transferable skills for a range of modern software development tools, methods and architecture
- Cloud based environments, including AWS
- Test and Behaviour Driven Development
- SQL and noSQL database applications
- Git workflows
- Continuous integration and deployment
- Working knowledge of Unix-like operating systems
- APIs, RESTful services and microservice architectures
- Familiarity with accessibility, usability and cross browser issues

- Responsive web design and progressive enhancement

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
- Performance analysis and optimisation
- Ability and experience to create reliable and concise documentation
- A passion for detail and an 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 an agile project team
- Strong team player, with experience of working successfully with cross disciplinary teams
- Commitment to delivering a high quality service both individually and as a team

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.