



ROYAL
OPERA
HOUSE

JOB DESCRIPTION

Title: Junior Developer

Reports to: Tech Lead

Main purpose of the job

To work collaboratively as part of the Digital Products 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 Tech Lead:

Learning Curve

- Work consistently to understand your own priorities and the priorities of the Digital Products 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 applications team on all aspects of data extraction

Project Work

- Undertake projects as directed by the Tech Lead and Senior Developers
- Liaise with the other 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 Tech Lead and for team updates and report any technical difficulties

Best Practice

- Work to agreed standards to ensure best practice within the Digital Products 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
- Work effectively with other developers for paired programming, having coaching and code reviews by more experienced Developers
- Support the work, priorities and values of the digital team, providing support as needed

Continuous Improvement

- Play an active role in the team, contributing effectively to team sprints, meetings and goals
- Keep in touch with best practice, trends and new technologies or tools relevant to the 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 **R**espect | Be **O**pen | Value the **H**ighest Standards
- Promote and foster a culture of information sharing, collaborative working and team working

PERSON SPECIFICATION

Essential Knowledge, Skills and Experience

Technical Skills

- Ability to learn to design and develop high quality software (server-side and client-side) for the Royal Opera House website and other digital platforms
- Ability to gain good working knowledge for a range of modern software development tools, methods and architecture
- Ability to learn and become proficient with
 - Modern JavaScript and Node.js
 - Common JavaScript libraries like React, Vue.js or Angular
 - Cloud based environments, including AWS
 - Test and Behaviour Driven Development
 - APIs, RESTful services and microservice architectures
 - Design/visualisation software
- Familiarity with accessibility, usability and cross browser issues
- Familiarity with Git or equivalent version control
- Understanding of 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
- 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

- Ability to work collaboratively in an Agile team environment
- Good written English and oral communication skills and ability to create reliable and concise documentation
- 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.