# .NET Application Developers (Full Stack)

## Introduction

Thanks for your interest.  We hope this document, our website and Google gives a good overview about us and who we are looking for, but please give us a call if you would like to know more. Crispin (developer and director) or Laine (developer and team leader) will be happy to chat.

    Crispin:        0044 (0)1874 713072 / CrispinFlower@esdm.co.uk
    Laine:          0044 (0)1874 713089 / LaineSkinner@esdm.co.uk

## Who are we?

We are a well-established and respected software consultancy with an impressive portfolio of predominantly mapping and database applications used in the environmental and conservation sectors.  We have no marketing or sales staff and our continued growth (we presently have 34 staff) is based largely on repeat work and the recommendation of existing clients.

We are a Microsoft Partner and so work predominantly, but not exclusively with Microsoft technologies.  We also make extensive use of open source technologies, particularly around mapping. In the end we simply decide on the most appropriate tools for the particular project and the particular client.

In the last few months alone we have been working on dozens of interesting projects for clients including Natural England, the RNLI, the National Trust, Central Government, English Heritage, The Ramblers, many local authorities, Wildlife Trusts and the Church of England! More information about the company can be found on our website at www.esdm.co.uk (which we know needs updating).

## Why on earth might you want to work with us?

- We have great clients doing great work for wildlife, conservation and communities. We enjoy building tools to help them and they seem to like what we do.

- We are not big on hierarchies and role division and although already agile, we are always advancing our approach to build better products and have happier  teams.

- You really will have the opportunity to refine your role around your own strengths and interests and if you want to client face, design, code and generally be a one man band – then we will have projects for you. Or, if you prefer to code with the door firmly shut, then we still have a place for  you.

- We are based in a National Park - a great location if you value countryside, outdoor activities and avoiding life wasting commutes. And you can also work remotely for at least some of the time.

- Don't be fooled by the cuddly nature of our clients and their work. Typically they require (and we give) a lot for their money and that drives creativity, efficiency and sheer hard work. We see this as a positive.

## Who are we looking for?

We need more developers (desktop, mobile and web - and if you can do more than one that's good). We would like to work with people who are:

- Passionate and enthusiastic about software development and technology in general.
  *You enjoy coding. You love working out how to solve a problem with an elegant solution.  You read techie blogs, may attend user groups and time allowing, you may well have personal side projects.*

- Smart (more so than your average bear).
  *You probably\* have a strong academic background, you may well have evolved to become an IT professional from another discipline and could probably work out the Rubik's cube solution algorithms – if you had to.*
  *\*We also have great developers that have found non-academic routes into the profession.*

- Positive and problem solving.
  *Well that's the core of application development so not only do you take pride in finding solutions, you are also sufficiently self-aware to know when to stop digging, when to ask for help and when to keep going ' because 'you're nearly there ...'*

- Self-motivated, organised and disciplined.
  *Once you understand what is being asked of you and are satisified that resource estimates are realistic, then you are happy to make the personal commitment to deliver and to manage your time and environment to come good on that commitment.*

- A life-long learner.
  You are always trying to do better. You understand the benefits of self and peer review and like to be working in teams that are also looking for ways to improve. You enjoy change.

More specifically, you need to have strong experience with:

- VB.NET or C#.
- ASP.Net and/or WinForms/WPF.
- SQL Server and/or Postgresql.

And any of the following would be a bonus:

- Geospatial applications (e.g. QGIS, ArcGIS, OpenLayers, MapServer, GeoServer)
- DevOps, CI, testing.
- User interface design and styling.
- HTML5 and JavaScript frameworks, e.g. JQuery, Bootstrap, Angular.
- Mobile app development using Xamarin

**Terms**

We will pay you.  £34,000 - £42,000 and where you are within the range will depend on skills and experience. We don't expect you to work 'whatever hours are needed' either - we pay for overtime.

We are recruiting to permanent positions. Permanent positions are based in Talgarth in the Brecon Beacons National Park and partial home working is supported.

**What next?**

We would like to hear from you if you are truly interested in working with us. If so, please send us:

- A CV.
- A self-assessment of your technical skills, identifying the number of years' experience and categorising expertise as: Basic, Working, Advanced or Expert (we'll leave it to you to decide what these categories actually mean).

Deadline for receipt of applications is 09:00, Monday 6th February. Please email to Richard Griffiths: richardg@esdm.co.uk .

**Thank you**