

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 RNL, 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.
- You like IT and you have an empathy for our type of clients and the important work they do – there are not many companies like ours that allow you to combine these interests.
- 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 with your understanding of our business area, we would expect you be keen to work client facing as well as within our development team.
- 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 then that’s good. We would like to work with people who are:

- Passionate and enthusiastic about software development and technology in general.
You may have recently completed studies or worked in conservation, land management, life sciences or similar and found you had become the ‘go to’ person for all matters IT and data management. You have either recently embarked on becoming a developer, or have made that transition some time ago and that’s now how you make your living.

- **Smart (more so than your average bear).**
If you started or studied in one of the above disciplines and have migrated to become a developer, then that's smart enough for us.
- **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 satisfied 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 some experience of:

- VB.NET (or C#) or ASP.Net

And any of the following would be a bonus:

- WinForms, WPF, ASP.Net.
- SQL Server and/or Postgresql.
- 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 £24,000 - £40,000+. We would be happy with a bright starter in this position or an experienced developer that made the transition to developer some time back. 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, then 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