

# Job Specification

## Role: Software Engineer (DevOps & Development)

Location: Winchester

### About us

We're an independent software vendor with a global presence, creating cloud services to enable our customers to discover, understand and take control of their dark data, wherever it lies. As a small business, our domain expertise sets us apart, and we're recognized around the industry for our thought leadership and the quality of our people. Our customers buy our products and services because they recognize the importance of good data stewardship and compliance and, like us, they're on a journey to achieving a state of Zero Dark Data.

We're a British company with our commercial headquarters in the US and engineering in the UK, clustered around Winchester, a superb location with great transport links. We value the close collaboration that comes from the times we spend together in our offices, but we recognize that great people thrive when empowered with flexibility. That means that our staff can take advantage of a true hybrid working model, which brings close working ties along with the tools and support to collaborate remotely. Similarly, we use modern software development techniques, embrace genuine Agile, CI/CD and DevOps working practices, and seek opportunities to develop our people and the way we work together.

### The role

ActiveNav Cloud is our revolutionary SaaS cloud-based data governance product, built on an Azure-based serverless architecture, using Azure Functions, App Services, Azure SQL, Azure Service Bus and MongoDB, using C# / .NET Core for our backend code, ReactJS for the UI and SpecFlow for test development. We use modern DevOps processes and CI/CD practices, built around Azure DevOps Boards/Repos/Pipelines, to encourage a whole team approach to the regular delivery of value to our customers.

As part of a self-managing sprint team, you can expect to work collaboratively. You will provide visibility and accountability through daily stand-ups and a regular cadence of ceremonies, across a two-week sprint cycle. We use market-leading tools including Slack and Teams to support cross-company communication.

Our integrated team is made up of a mix of software development engineers, test engineers and DevOps specialists, all co-located in Winchester. We are looking for someone who wants to combine their experience in DevOps with their development skills in a dual role. You will work alongside our DevOps lead, supporting them by working within multiple deployment environment types, enhancing deployments, operations and observability, while also being prepared to take on development user stories for our cloud service when needed.

In this role you will:

- Work closely with the team, Dev Manager, Product Owner and Chief Engineer to define and implement deployment automation and operations tools for the system, to minimise manual technical operations activities
- Take on responsibilities for the ongoing operational monitoring of the production system
- Collaborate regularly with dev/test engineers in the local team, and with the US-based support team
- Input into our continuing security and cost monitoring activities, actively seeking ways to improve
- Apply your experience and skillset to engineer high quality, maintainable and testable code using test-driven and behaviour-driven development techniques as appropriate
- Work closely with the product owner and key stakeholders to refine acceptance criteria and assure overall product alignment
- Collaborate regularly and provide fast feedback to achieve sprint commitments
- Regularly input into our CI/CD process, checking in and reviewing code, owning deliveries through to production deployment, using the Azure DevOps toolset
- Be committed to maintaining your skillset and keeping up to date with emerging technologies

## About you

We are passionate about finding great people to join us. We value enthusiasm and dedication to helping the team achieve its goals. Our aim is to nurture an open culture which encourages creative approaches to work, where commitments are kept, and successes can be celebrated.

To realise your potential in this role, you will have all or a good selection of the following:

- Experience with Cloud technologies, ideally Azure
- Experience with deployment automation technologies and operational monitoring and alerting tools and techniques
- Experience using REST APIs to configure, control and monitor systems
- Demonstrable experience of DevOps practices including Continuous Integration and Continuous Deployment
- Industry experience with C# & .NET Core, or with ReactJS
- An understanding of TDD practices and microservice architectural patterns, including challenges of scalability, security, and resilience
- Self-motivation, and an ability to collaborate with and support your team members

Useful additional experience could include:

- Experience with Azure Functions, Azure App Services, Azure Service Bus
- Experience of operations, cost management & security of SaaS solutions in the cloud

If you do not meet all the above criteria but are excited about your potential to succeed in this role, we still encourage you to apply. We are particularly interested in hearing from candidates from diverse backgrounds who are underrepresented in the technology industry.

## About innovation

We are committed to releasing our staff to innovate and believe it is a core aspect of the life of a healthy development team. We actively encourage individual and team-led innovation time.

We actively support skills-based training. All permanent development staff are offered access to Pluralsight and currently we have several team members working towards Microsoft Certifications in Development, DevOps and Azure topics.

## The benefits

- Competitive, market benchmarked salary
- Hybrid working, supporting a mixture of office-based working (at least 2 days per week) and home working
- Regular individual and team-led innovation time
- Private medical and life insurance
- Company and individual contribution pension scheme

## The recruitment process

Our interview process generally consists of two stages. If your CV is selected, we will arrange a 15-30-minute meeting, virtually or in person as agreed, to discuss the role and learn more about your experience and aspirations.

The second stage is a face-to-face interview, ideally in-person in our Winchester office. During the interview we will ask you to complete a short task relevant to the role, and then to walk us through the results. We favour this approach to give you the opportunity to demonstrate your technical skills and your ability to problem solve, rather than solely basing your application on your CV and Q&A.

*All ActiveNav staff are required to comply with the company's Information Security policies.*

*Data Discovery Solutions Ltd ta ActiveNav provides equal employment opportunity to all individuals regardless of their race, colour, creed, religion, gender, age, sexual orientation, national origin, disability or any other characteristic protected by law.*

*You must be able to legally work in the United Kingdom.*