



Job Description

Post	Web Designer & Developer
	35 hours per week 52 weeks per year Competitive salary depending on experience + Hybrid working + Flexible hours
Department	Website Development
Offices	Ashford (Kent) Remote/Hybrid Working Available
Accountable to	Managing Directors and Head of Project Delivery

Are you prepared to become a part of our dynamic and innovative team? Do you frequently find yourself thinking and generating ideas outside of the box? Then, you are ready for Warp Design. Our mission is to use the latest technology and marketing innovation to transform our client's online presence and ensure their businesses thrive in the digital world.

As a Web Designer & Developer, you will work closely with our Managing Directors and Head of Project Delivery to be at the forefront of our exciting projects. Collaborating with our talented marketing teams and other developers you will design and build beautiful and impactful websites, with results driven strategies at the core. The work is varied however, and you will also be involved in a diverse range of development projects ranging from app development, systems integrations and building out email templates and automated marketing funnels. Your strategic thinking and creative flair will be instrumental in helping our clients achieve their goals and stand out in the competitive online landscape.

But that's not all! At Warp Design, we are not afraid to dream big. With our ambitious plans for the future, you will be part of an agency that is constantly evolving and expanding by growing our team, client base, and internal skill sets. Additionally, we are developing cutting-edge products and packages that will transform how our clients engage with their target audience.

Join our close-knit team of passionate professionals who are dedicated to making a difference in the digital world. If you are ready to unleash your creativity, drive tangible results, and be part of an agency that is shaping the future of digital marketing, then we want to hear from you. Apply now, and let's take this next step together.

To apply email your CV and cover letter to Email hireme@warp-design.co.uk

Purpose of the job	<p>We are looking for a skilled and versatile full stack developer to join our high-performing development team. The ideal candidate will be responsible for designing, developing and maintaining both the front-end and back-end of websites and web applications and ensuring high performance and quality of output.</p> <p>The post holder will have a strong background in web development and a passion for creating efficient, scalable, and visually appealing websites.</p> <p>This is a hands-on position, getting stuck in on multiple projects, with plenty of room for innovation and creativity; the role holder will be designing websites.</p> <p>Examples of the type of tasks that will be associated with this role will include the front end design of client websites, develop new features within our CMS and systems with a focus on reusability and scalability. You will have the chance to take ownership of your own projects and workflow, working directly with clients.</p>
---------------------------	---

	<p>This is a client facing role and good customer service skills are a must. The successful candidate will have excellent English written communication and be comfortable dealing directly with clients and collaborating with colleagues on projects.</p> <p>This role will quickly become a crucial function within the agency, and is pivotal to ensuring our clients remain relevant, competitive and visible online. Working in partnership with the marketing team the role holder will be responsible for managing their own workflow leading on development of projects from concept through to launch. The post holder must be focused, committed and have the drive to see the company succeed.</p> <p>The Web Designer & Developer sits in the development team and will therefore be expected to attend / contribute to client meetings and be confident in communicating content ideas / account reviews to clients. As well as being able to bring new ideas to the table they must be able to take on and react positively to feedback in order to achieve the best outcome.</p> <p>You will also play a role in the development, improvement and maintenance of internal systems, workflows and creation of new products for the market as our ambitious agency continues to grow..</p> <p>If you are an experienced agency developer looking for a change this would be perfect for you. Alternatively if you are looking for your first job in an agency we'd love to hear from you. This is a great opportunity to join a fast-paced team and get exposure across multiple clients and a variety of industries; having the right attitude is key.</p> <p>We are a flexible working employer offering a blended office / WFH approach. The role holder may have to attend the office for meetings, training and staff days.</p>
<p>Key Responsibilities</p>	<ul style="list-style-type: none"> ● Develop user-friendly websites and applications. ● Collaborate with cross-functional teams to define, design, and new products. ● Work on support tickets, bug fixes, problem solving and improving application performance. ● Design of websites and UI for client and internal projects. ● Participate in the entire application lifecycle, focusing on coding and debugging. ● Write clean, maintainable code following best practices. ● Staying up-to-date with emerging technologies and sharing knowledge and innovation internally.
<p>Culture & Ethos</p>	<ul style="list-style-type: none"> ● Maintain confidentiality inside and outside the workplace ● Appreciate and support the role of other professionals ● Support a positive and open culture within the company ● Participate in training and other learning activities and performance development as required ● It is expected that all staff work collaboratively as members of the Warp Design family to share good practice, resources, ideas and realise the company vision and aims ● All staff should act with professional integrity at all times
<p>General</p>	<ul style="list-style-type: none"> ● General administrative duties such as answering phones and emails ● Build and maintaining excellent working relationships with teams across the organisation ● Occasional other duties may be required ● Attend regular stand-up/team meetings ● Work with colleagues to continually improve the department and its systems.
<p>ICT</p>	<ul style="list-style-type: none"> ● It is expected that all staff respect the equipment they are using

	<ul style="list-style-type: none"> Staff will be expected to utilise company equipment and not store files on their own cloud based or external hard-drives. Security procedures must be followed when using ICT systems.
Health & Safety	<ul style="list-style-type: none"> Employees are required to work in compliance with Health & Safety Policies and under the Health and Safety At Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the organisation.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time. Any such duties should not, however, substantially change the general character of the post and will be relevant to the salary grade.

Person Specification					
Essential requirements should be demonstrated before appointment and maintained in post. Desirable elements should be developed and maintained once in post as needed					
Qualifications	Essential	Desirable	Non essential	Tested at interview	Tested at application
GCSE Maths and English or equivalent	X				X
Related qualification		X			X
Experience					
Experience of working in a developer, designer or related role	X				X
Knowledge and experience of website design, coding and best practice	X			X	
Confident in working with clients. Experienced at presenting solutions and participating in meetings.		X			X
Relevant experience of delivering on design briefs.	X			X	
A good understanding of how to deal with constructive feedback	X			X	
Knowledge					
Strong experience with front and backend development workflows	X			X	X
Strong PHP development experience.	x				
Strong experience working with and integrating CMS's (we use ProcessWire primarily).	x				
Experience in web application development and efficiency in java script.		X		X	
Proficiency in HTML, CSS and Javascript	X			X	X
Familiarity with React, Angular, or Vue.js		X			
A keen interest in digital technologies. marketing, website design and current social trends.		X		X	X
Proficiency with GIT version control and collaborative development.	X				
Wordpress development experience			x		

Experience with responsive design principles and front-end frameworks (e.g., Bootstrap)	X			X	X
Familiarity with visualisation techniques and dashboard development			X		X
Knowledge of agile working methodology		X		X	
Skills and Abilities					
Ability to <i>operate effectively in a complex environment</i> , with the acumen to develop productive relationships with a range of people	X			X	X
Ability to self-manage and organise tasks to meet deadlines.	X				
Excellent <i>communication skills</i> , with the ability to relate to and communicate effectively with people at all levels	X			X	X
A skilled and committed user of IT, enabling efficiencies and improved service through the use of technology	X			X	
A firm commitment to standards of excellence, thoroughness, perseverance and good attention to detail	X			X	
Sound judgement and ability to handle competing priorities and a challenging workload in a pressurised environment	X			X	
Values & Behaviours					
Evidence of a personal commitment to <i>continuing professional development</i>	X			X	
A <i>commitment to equality of opportunity</i> ; someone who builds a culture of inclusivity and removes barriers to diversity	X			X	
A <i>team player</i> , who helps others build a successful team, celebrates others' success and supports others to achieve individual and team goals	X			X	

To apply email your CV and cover letter to Email hireme@warp-design.co.uk