

## Job Description

<b>Post</b>	Web Developer
	Full time - 35 hours per week Competitive salary depending on experience + Hybrid working + Flexible hours + profit share scheme (launching soon)
<b>Department</b>	Web Development
<b>Offices</b>	Hybrid - ideally based from our Leighton Buzzard office, flexible with option to work from our Ashford, Kent office.
<b>Accountable to</b>	Managing Directors

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### About Us

Recently award-nominated, Alpha Marketing is an ambitious fast-paced digital agency specialising in web design, development, and digital marketing, part of the Warp Design group of companies. Our collaborative team of designers, developers, and marketers work together to deliver results-focused websites, apps and digital marketing campaigns, primarily for B2B clients who depend on us to generate measurable ROI, leads, and sales.

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### The Role

We're seeking an enthusiastic and skilled Web Developer to join our growing team. This role focuses primarily (but not exclusively) on back-end web development, integrating front-end designs from our web design into our CMS (ProcessWire), and ensuring seamless performance and functionality across client websites. Even though the role is code/development based, our web development team is also expected to have a strong eye for design aesthetics and good UX.

The position is highly customer-facing, handling both internal tickets (including website edits, content changes, maintenance, upgrades) and external support tickets, solving problems, and delivering exceptional customer service. You'll report directly to our managing directors, assist our senior developer, and collaborate closely with designers, marketers, and developers.

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### Key Responsibilities

- Integrate front-end code into CMS (ProcessWire).
- Handle internal tickets including website edits, content updates, site maintenance, and system upgrades.
- Provide technical support, solving client-facing and internal technical issues efficiently and responding to tickets using strong written and verbal English.
- Engage proactively with clients, effectively managing expectations and communicating complex technical solutions clearly.
- Write and maintain secure, high-quality code, following best practices and focusing on scalability and maintainability.

- Further the use of emerging technologies (including AI) in the agency to enhance workflows, efficiency, and innovation.
- Contribute to developing internal products and tooling.
- Maintain and optimize servers, manage deployments, and oversee build processes.
- Testing/QA of projects ahead of launch.

### Essential Skills & Experience

- Experience or readiness for fast-paced agency life, handling multiple concurrent projects and clients.
- Strong PHP development experience and evidence.
- Proficiency in JavaScript, HTML, and CSS (SCSS/SASS).
- Familiarity with UX/UI principles and responsive design.
- Evidence / experience with version control systems (Git) and collaborative coding.
- Skilled in build tools, deployment strategies, and server maintenance.
- Experience with cross-browser testing of websites and applications.
- Comfortable and experienced in a client-facing role, with excellent written and verbal English.
- Self-driven, proactive problem solver, and adept at managing your workload independently and collaboratively.
- Can evidence working with project management systems and accurately tracking time against projects.

### Desirable Skills

- Experience working with ProcessWire CMS.
- Interest or experience in leveraging AI for automation and process optimization.
- Familiarity with front-end frameworks (Alpine, React, Vue.js, Angular).
- Familiarity with code-based testing/unit testing.
- Basic graphic design skills (Photoshop).

### What We Offer

- Flexible working arrangements and hours.
- Regular training, conferences, and networking events.
- Statutory annual leave plus Christmas closedown.
- Regular company meet-ups and team-building events.
- Company profit-share scheme launching in 2025.

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	X

Related qualification		X			X
<b>Experience</b>					
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 project briefs.	X			X	X
A good understanding of how to deal with constructive feedback	X			X	X
<b>Knowledge</b>					
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 but not exclusively).	x				
Experience in web application development and efficiency in javascript.	X			X	X
Proficiency in HTML, CSS and Javascript	X			X	X
Familiarity with Alpine, 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				
Other CMS experience, e.g. Wordpress, PrestaShop development experience			x		
Experience with responsive design principles and front-end frameworks (e.g., Bootstrap)	X			X	X
Familiarity with UI/UX and dashboard development eg. for webapps			X		X
Knowledge of agile working methodology			X	X	
<b>Skills and Abilities</b>					
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			X	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	X
Sound judgement and ability to handle competing priorities and a challenging workload in a pressurised environment	X			X	X
Ability to self-manage workload, tasks, time and projects.	X			X	X
Knowledge of evolving industry trends and tools, e.g. AI	X			X	
<b>Values &amp; Behaviours</b>					
Evidence of a personal commitment to <i>continuing professional development</i>	X			X	
<i>A commitment to equality of opportunity; someone who builds a culture of inclusivity and removes barriers to diversity</i>	X			X	
<i>A team player, who helps others build a successful team, celebrates others' success and supports others to achieve individual and team goals</i>	X			X	

### How to Apply

Please send your CV and a brief cover letter via email to [hireme@warp-design.co.uk](mailto:hireme@warp-design.co.uk). Shortlisted candidates will receive a brief for the interview stage, potentially including a short presentation to showcase your expertise.

Join our dynamic team and help us continue delivering impactful digital solutions.