



JOB DESCRIPTION

NAME:		REPORTING TO:	Web Development Manager
POSITION TITLE:	Senior Front-End Engineer	SFIA Equivalency:	Level 4
DEPARTMENT:	Technology Services	LOCATION:	Colombo

POSITION PURPOSE:

PEAK Colombo is the Global Service Centre in IT Development & Technology, Finance, and HR for Intrepid Group, headquartered in Australia. Run by travellers, for travellers, the Intrepid Group is the world's largest provider of small group adventure travel experiences over 1000 itineraries on every continent, catering for all ages, budgets and appetites for adventure. Intrepid opened its Sri Lankan Service Centre in January 2013 to deliver quality service to the group.

We are looking for a Senior Front-End Engineer to join our dynamic IT team in Colombo.

The main responsibility of this role is the design and development related to new and existing modules of the Intrepid Group's online systems. You will be working closely with internal team members, locally and remotely as well as with external consultants to build and improve the online presence of the various brands within the Intrepid Group.

You will be working in an environment that takes Agile seriously and produces amazing technological solutions to engage with our customers. As a key member of our team, you will work very closely with product owners, senior technical staff and end-users to deliver the best possible solutions with the latest techniques and tools.

REQUIRED QUALIFICATIONS AND EXPERIENCE

- Relevant tertiary or postgraduate qualifications in Computer science
- Minimum 3+ years industry experience in the capacity of web development
- Extensive experience with modern PHP development practices in a commercial environment
- Extensive understanding of JavaScript, Modern HTML, and CSS and the ability to translate designs into modern, responsive solutions
- Extensive experience with relational database systems such as MySQL or Postgresql
- Good experience building well crafted Object Oriented systems using relevant design patterns
- A good grounding in User Interface and User Experience solutions in a cross platform and modern development environment
- A good understanding of source code control systems such as Git or Subversion and their use in modern software development
- Ability to configure and administer Linux systems in production as well as manage your own development environment
- Great communication skills and experience working together with business users to achieve goals

ADVANTAGEOUS QUALIFICATIONS AND EXPERIENCE

- Experience working with the Drupal framework (or Similar) for CMS Development
- Exposure to Symfony, Zend Framework or similar frameworks
- Experience with server admin, Elasticsearch/SOLR, Vagrant/Puppet is advantageous
- Experience in building complex layouts with CSS and familiarity with CSS frameworks like LESS/SASS
- Experience in frameworks like Bootstrap and Angular JS will be added advantage
- Familiarity with Agile development practices, specifically within the Scrum framework
- A working understanding of Performance Profiling and Benchmarking tools for Web applications
- Experience working with Unit, Integration, Performance, and Load Testing techniques
- A working understanding of Deployment tools and tool-chains

OTHER SKILLS AND ATTRIBUTES

- **Autonomy** - Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Plans own work to meet given objectives and processes.
- **Influence** - Influences team, specialist peers and customers internally. Has some responsibility for the work of others and for the allocation of resources. Participates in external activities related to own specialism. Makes decisions which influence the success of projects and team objectives.
- **Complexity** - Performs a broad range of complex technical or professional work activities, in a variety of contexts. Investigates, defines and resolves complex problems.
- **Business skills** - Selects appropriately from applicable standards, methods, tools and applications. Demonstrates an analytical and systematic approach to problem solving. Communicates fluently orally and in writing, and can present complex technical information to both technical and non-technical audiences.
- **Leadership** - Facilitates collaboration between stakeholders who share common objectives. Plans, schedules and monitors work to meet time and quality targets and in accordance with relevant legislation and procedures.
- **Innovation** - Rapidly absorbs new technical information and applies it effectively. Has a good appreciation of the wider field of information systems, their use in relevant employment areas and how they relate to the business activities of Intrepid. Maintains an awareness of developing technologies and their application and takes some responsibility for personal development.

OPERATIONAL ACCOUNTABILITIES

Annual Operational Accountabilities	Benchmark Measure
<p>Domain Knowledge</p> <ul style="list-style-type: none"> • You will be expected to be capable in multiple core problem domains: e.g., web, mobile, data, or systems programming; familiar with OO design, testing, and core development tools. • You will be able to work independently within an Agile team to deliver solutions while successfully engaging with the wider business to achieve great solutions. • You will be able to design interfaces and reusable components for your own team. You will understand scaling, reliability, and maintenance trade-offs as they occur in practice 	<ul style="list-style-type: none"> • Optimise/Develop Drupal and Symfony based applications • Develop custom modules/ features as per the JIRA ticket description • Complete unit testing on developed features • Deliver task on time as per the sprint plan • Observe development team established methods, coding and documentation standards and quality procedures.
<p>Teaching and Mentoring</p> <ul style="list-style-type: none"> • You will be expected to provide thoughtful and detailed code reviews for teammates and help document idioms and best practices. • You will be expected to help less experienced developers get up to speed with the teams style and existing code base. • You will be expected to offer demos, talks, 	<ul style="list-style-type: none"> • Review pull request and make suggestions for improvements • Do pair programming with junior developers • Review completed tasks during sprint meetings

<p>and recommendations to help your own team and others be more productive and ship better product</p> <ul style="list-style-type: none"> You will consistently help junior developers to improve and become more proficient over time. 	
<p>Culture and Leadership</p> <ul style="list-style-type: none"> You will be expected to identify and improve quality and reliability issues in systems you maintain and engage with the wider team to produce solutions. You will seek input from teammates and outside experts on systems and feature design while collaborating well with marketing, support, and other teams. You will be expected to assist the team by taking your share of any required on call duties. 	<ul style="list-style-type: none"> Identify improvements and offer innovative design ideas during sprint meetings Collaborate with Digital and Marketing team while designing and developing required features
<p>Customer Success</p> <ul style="list-style-type: none"> You will be expected to consistently deliver systems and features that provide significant value to customers and/or other teams. You will respond to escalated customer issues and incidents in a proactive, timely fashion. You will make significant efforts to understand customer needs and motivations and understand how engineering projects contribute to business goals. 	<ul style="list-style-type: none"> Completion on time to standards required JIRA reporting will measure progress Provide accurate progress updates to Web Development Manager Ensure all risk and issues are escalated to the Web Development Manager