

PGL Beyond Job Description



forJob Title: Developer – Software

Reporting to: Developer – Lead Software

Main purpose of the role

To design, develop, deliver, and support quality software solutions across the PGL Group businesses. Proactively contribute to the identification and implementation of efficiencies across all technologies and platforms within the PGL group.

As part of PGL Beyond you'll be creating unforgettable learning and adventure experiences that make a real difference to the lives of young people. Our incredible team has always been the secret to our success. Our people are our future and we take great pride in matching your hard work with a promise to look after you and your career.

Responsibilities

To deliver, maintain and support quality software solutions

- Work with Business teams to gather and ascertain functional and non-functional requirements and estimate development time considering experience and resource constraints.
- Produce detailed specifications in alignment with the Manager - Development, and deliver high-quality coding solutions within agreed methodologies, standards, and best practices.
- Test code and update test scripts as needed before submission to the Test Team, assisting in the production of training manuals.
- Assist with the maintenance of systems throughout the Software Lifecycle, taking ownership of work items from development through deployment.
- Work with the change board to prioritise daily requirements effectively.
- Ensure adherence to methodologies and standards while delivering solutions that meet specified requirements.

To embrace innovation and change

- To keep challenging the way the development team work to make things more efficient
- Embrace new requirements and projects as positive changes
- Promote change across the IT landscape

To keep technical skills up to date

- To keep abreast of changes and enhancement opportunities for the existing technology stack
- Research and discuss change opportunities, relating to software, infrastructure and processes that could aid software quality, development and efficiency, with peers and management.

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- Look to improve skills with various training methods – including courses, books, and online training

To work within the development team

- Follow the development process and take ownership for delivering agreed improvements.
- Look to transfer knowledge and seek opportunities to increase own knowledge
- Peer review other's code and provide constructive feedback

Useful Information

Our IT Development function is transforming to better position us to assist the business as we move into the future. As such, our roles are likely to evolve. Therefore, whilst this job description provides an overview of the main duties, it is not intended to be exhaustive and it is anticipated that the contents will change over time whilst remaining within the broad remit of the role.

Person Specification

Education, Experience & Achievements	Essential	Desirable
Grade 4 (C) or above in GCSE English and Maths or equivalent qualification / experience	✓	
A Level or Equivalent BTEC in IT		✓
Experience of working in an Agile environment		✓
Experience of C# Microsoft ASP.Net WinForms		✓
Experience of C# Microsoft ASP.Net MVC	✓	
Experience of software systems and technical design architecture	✓	
Experience of working on multiple workstreams	✓	
Experience of Java script and jQuery	✓	
Experience of HTML, CSS, Web Services	✓	

Skills & Knowledge	Essential	Desirable
Content Management Systems		✓
Team Foundation Server		✓
Classic ASP		✓
Knowledge of Linq to SQL / Entity Framework		✓
Excellent oral and written communication skills	✓	
Excellent time management and personal organisation skills	✓	
A good knowledge of software development processes	✓	
SQL Server (T-SQL)	✓	

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Microsoft .NET C#	✓	
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Personal Attributes	Essential	Desirable
Working with all levels of customer		✓
Able to work toward strict deadlines and targets	✓	
Delivers an exceptional customer experience	✓	
Actively listens to others. Checks own comprehension and seeks clarification	✓	
Produces quality work within budget which consistently meets due dates and deadlines	✓	
Appreciates the business context for change and works to ensure that it is successful	✓	
Works with others internally & externally to achieve common goals	✓	

Additional requirements	Essential	Desirable
Enhanced DBS check	✓	

Additional information

Environmental & Social Governance (ESG)

You are required to uphold and champion our Better Beyond Adventure Environmental Social Governance strategy whilst assisting our B Corp certification.

This requires personal, departmental and company-wide level participation through ongoing engagement in discussions and decision-making around ESG, upholding company and department ESG goals and targets in your role as an ally.

Our Better Beyond Adventure strategy means we all have a role to play as part of our day job. This varies from team to team and by role. However, as standard it is now a requirement for each role to appreciate how they contribute to delivery of BBA across the three pillars:

- Our places, our planet
- Champions of wellbeing
- Playing our part

And by delivering our BBA goals you will also be assisting our B Corp certification and role modelling our PGL Beyond values.

Equal Opportunities/Safeguarding

We pride ourselves on hiring the best people and recognise the importance and benefits of a diverse team. However, the protection and safeguarding of our colleagues and the young people visiting our centres is our primary concern.

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Our Values

Our company values of teamwork; quality; safety; respect; inclusivity and fun define our beliefs and underpin everything we do. Though simple on the surface, when combined, these values create the exceptional experience that sets PGL apart for both our guests and colleagues.

‘Lend a Hand’

Lend a Hand provides a valuable opportunity to gain insight into the fantastic work that our PGL centre colleagues are doing every day. During our Lend a Hand weeks, members of our Support Centre teams take time out of their normal routine to work on Centre in areas such as Catering and Housekeeping, enabling us to work closely with colleagues we don’t usually work alongside in a job role other than our own, whilst also providing valuable help to our centres at times when they need it the most.

Right to amend

The company reserves the right to amend the job description in consultation with the colleague to reflect changes in the role.

Job description updated on 28/06/2024.