



## Junior Software Developer - PHP

Pune Office Based, India

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### About the role

We are seeking talented and highly motivated Junior Software Developers to join our growing PHP Development team.

Idox is a dynamic and innovative company, committed to delivering high-quality solutions to our clients. We are expanding our PHP development team and are looking for a motivated Junior PHP Developers to contribute to our projects while growing their skills in a collaborative and supportive environment.

As part of the Idox, our technology teams are leading many initiatives in digital transformation for Local Government, with talented Developers being a core element within these projects.

This is a team which is passionate about technology. We love what we do, and we are keen to enrich the team further by hiring more Junior Software Developers to join us.

As a Junior PHP Developer, you will work closely with our experienced PHP development team to resolve support items and build, maintain and improve web applications. This is an exciting opportunity to start your career in web development and expand your knowledge in PHP and related technologies by working in a collaborative and supportive environment.

You'll work on high quality, sustainable solutions, which bring tangible benefits to civic life. Please look at our website to get a feel of the contribution you'll be making as part of the Idox team: <https://www.idoxgroup.com>

### Our Development Culture

We are a team of dedicated developers and QA staff that deliver incrementally in sprints, within an Agile (SCRUM) environment.

Every team member participates in our sprint planning, stand-ups, and retrospectives. Our development process favours frequent collaboration. We prefer clean code to over-engineering.

Our technical stack encompasses a wide range of technologies so there will be opportunities to learn new skills and put them into practice.

As part of your role, you will be expected to manage your own time effectively and liaise both with team members and other staff in the company.

## Key responsibilities

- Be involved in resolving customer support tickets and resolving an assigned list.
- Collaborate with our customers and delivery team to maintain our customer focused reputation.
- Assist in developing and maintaining web applications using PHP, HTML, CSS, JavaScript, Postgres and MySQL.
- Write clean, efficient, and maintainable code following best practices.
- Debug and troubleshoot issues in existing applications and suggest improvements.
- Collaborate with cross-functional teams to understand requirements and deliver solutions.
- Participate in code reviews and contribute to the ongoing improvement of the development process.
- Stay up to date with emerging technologies and trends in development.

## To be successful:

- Up to 2 years of experience with PHP development (including internships, personal projects, or freelancing).
- Basic knowledge of web development technologies such as PHP, Postgres, MySQL, HTML, CSS, and JavaScript.
- Understanding of object-oriented programming (OOP) concepts.
- Strong problem-solving skills and attention to detail.
- Good communication and teamwork skills.
- Eagerness to learn and grow in a fast-paced development environment.
- Understanding of version control (GIT/SVN)
- JavaScript libraries - React, AngularJS, NodeJS & jQuery.

## Additional desirable qualities:

- Fluency in written and spoken business English.
- Experience of working closely with a UK, European or US IT service businesses ideal but not essential.

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## About Idox

Our specialist software solutions power the performance of government and industry, driving productivity and a better experience for everyone. Built around the user and designed in collaboration with experts who have worked through every detail of every process from end-to-end, our hard-working process engines deliver exceptional functionality and embed workflows that drive efficiency and best practice with a long-term focus for regulated environments.

Through the automation of tasks, the simplification of complex operations, finding scalability as operations evolve, and more effective management of information, we help our customers harness the power of Digital, so they can do more.

We employ around 500 staff in the UK and worldwide, including Europe, North America and Asia, so some travel to meet colleagues may be required.

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## Our Values



**Dynamism**  
We shape our future



**Responsibility**  
We are accountable for our actions



**Integrity**  
We do the right thing



**Valued**  
We value each other



**Excellence**  
We set the benchmark for quality

**DRIVE**

The core values taking us forward

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## Our Culture

We are ambitious in working together to promote a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity. Idox is a company where we can all be ourselves and succeed on merit, where we respect all our employees, customers, and communities in which we live, work and are a part of.

We recruit and reward employees based on capability and performance – regardless of race, gender, sexual orientation, gender identity or expression, lifestyle, age, educational background, national origin, religion or physical ability. Each office location worldwide, is free to respond to local needs to create a culturally sensitive workplace for everyone. In doing so, we want every employee to feel our commitment to showing respect for all and encouraging open collaboration and communication.

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## Our Benefits



### Flex to Fit

We recognise that for individuals, the opportunity to work flexibly can enable them to achieve a better work-life balance along with a greater sense of responsibility, ownership, and control of their working life. During the pandemic, all our employees successfully transitioned to remote working, and we are open to conversations on work patterns to suit our employees needs such as change to working times; part time working; term time working; 9-day fortnight. We are proud to be a flexible employer enabling effective hybrid working for our employees.



### Family Friendly

We understand how important family is to our employee and provide support through difficult times such as bereavement as well as offering excellent pay and leave benefits for parents and carers welcoming a child.



### Health & Wellbeing

Our Workplace Wellbeing team provide support and resources on mental health and lifestyle. We also provide 24/7 confidential help via our employee assistance programme.



### Be Heard

You will have the chance to impact change within Idox by having your voice heard via our CEO live broadcasts; making suggestions to Idox Voice forum or sharing your ideas in our company newsletter, Inside Idox.



### Community

You will have the opportunity to participate in community and social activities, as well as group wide fundraising ventures. We prioritise sustainability and ethical impact on our communities and we pledge to allow our employees to carry out volunteer work.



### Your Development

Our mentor scheme will help you to achieve personal and professional growth through learning from experienced colleagues and you will also have access to online and face to face learning modules including our Leadership Development Programme.



### Financial Security

We offer full company sick pay plus income protection for long term illness and our life assurance cover is provided up to four times annual salary. Our Pension Scheme operates on a Salary Exchange Contribution Basis so you will receive relief from NI contributions.

You are also invited to join our Idox Xtra Share Scheme where every share bought will receive an extra one free from the company.

## How to apply

Please submit a CV, and a short cover letter (*maximum 500 words - including salary expectation, and current remuneration*) explaining why you feel you would be suited to this role to **join.us@idoxgroup.com**

Please note successful applicants will need to satisfy the BPSS guidelines (Baseline Personnel Security Standards) which consist of the receipt of satisfactory references covering the last 3 years of employment; an identity check; verification of eligibility to work in the UK; and a Basic Disclosure Check. This is to help us make safer recruitment decisions.

## Privacy notice

As part of the recruitment process, we will collect data about you in a variety of ways including the information you would normally include in a CV or a job application cover letter, or notes made by our recruiting officers during a recruitment interview.

Please read our Recruitment Data Privacy Policy here: <https://www.idoxgroup.com/policies>