

Junior Software Developer

Idox Cloud

Belfast NI/hybrid

About the role

We are seeking to recruit a talented and highly motivated Junior Software Developer to join our growing Development team. We deliver bespoke web applications and mobile apps based around the customer's specific needs.

Formerly known as Tascomi, our Belfast team are now proud to be part of the Idox Group and 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 with this hire. In particular, this is an opportunity to play a significant role in the future direction and development of our product range, and you will be expected to work on your own initiative and bring fresh ideas to our collaborative team.

For this reason, to join us you should already have an understanding of hardware, structure and databases through to front end, OO design and UX/UI, and with Idox you will find a fast track personal development path. 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>

Key responsibilities:

As a Graduate Software Developer you will:

- Develop our products using a variety of web and mobile technologies to deliver user-focused front ends and maintainable back-ends
- Influence the future development of the products
- Use continuous agile methodologies to deliver quality software
- Collaborate with our customers and delivery team to maintain our customer focused reputation
- Be a key team member on significant projects

To be successful, you'll need to bring:

- A completed degree in Computer Science or related field
- Work experience with PHP HTML, CSS & Javascript
- Clear understanding of OO concepts and design e.g PHP, Java, C#, Python
- Knowledge of Relational and NoSQL databases
- Strong problem-solving skills
- Excellent written and verbal communication.

Additional desirable qualities:

- 1-2 years web application development in a professional capacity
- AWS or similar cloud platform experience
- Mobile Development
- PHP
- Version Control (Git/SVN)
- Javascript libraries such as React, Angular, JQuery.

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.

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

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.

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 in order 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>