Software Developer - PHP

Pune, Office Based

About the role

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

Idox is a dynamic and innovative company, committed to delivering high-quality solutions to our clients. As we continue to grow, we are seeking experienced PHP Developers to join our PHP Development team. This is a great opportunity for talented developers to take on new challenges, contribute to exciting projects, and work with modern technologies 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 our 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 PHP Developers to join us.

As a PHP Developer, you will be responsible for developing, optimizing, and maintaining high-quality web applications. You will work closely with cross-functional teams to deliver scalable and efficient solutions while playing a role in the overall architecture of our projects. Your expertise in PHP and related technologies will be critical in driving innovation and ensuring the success of our applications.

Our technical stack encompasses a wide range of technologies that include PHP, PostgreSQL, JavaScript, typescript, vagrant, dev-ops and unit testing, so there is wide scope to learn new skills.

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.

Idox. Do more.

Key responsibilities

- Design high quality units in accordance with the overall solution architecture, adhering to design, regulatory, industry and product quality standards.
- Implement changes to products, implementing design changes to fulfil requirements.
- Ensure high standard of usability and data accuracy throughout the product's components.
- Create all necessary technical documentation required for each release cycle.
- Respond to technical and support queries, analysing root cause of issues and implementing changes to prevent re-occurrences.
- Assist in the technical progression of junior members of the team.

To be successful:

- At least 3 years of experience with PHP development (including personal projects and/or freelancing).
- Understanding of the fully synchronous behaviour of PHP
- Strong knowledge of PHP web frameworks such as Laravel, Yii, Smarty or similar template engines
- Understanding of MVC (model view controller) design patterns
- Comprehension of front-end technologies, such as JavaScript, HTML5, and CSS3
- Object oriented PHP programming
- Principles of accessibility and security compliance
- Expert understanding of common PHP or web server exploits and their solutions
- Understanding best design principles behind scalable applications
- Experience of user authentication protocols between multiple systems, servers, and environments
- Ability to integrate multiple data sources and databases into one system.
- Familiarity with PHP as a platform, including limitations and workarounds.
- Ability to create database schemas to represent and support business processes.
- Familiarity with SQL/NoSQL/PostgreSQL databases and their declarative query languages
- Proficient understanding of code versioning tools, such as Git
- Adherence to Idox Information Security policies and protocols.

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.

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 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**