Smartbox

Job Description

Job Title: Software Developer

Location: Bristol, UK

Reporting to: Software Development Manager

Contract: Full Time

Salary: Competitive, depending on experience

The Company

Smartbox creates technology that gives a voice to people that don't have speech. Our products include a combination of specialist hardware, software and content and are used by people with disabilities across the world.

We are one of the leading companies in the field and pride ourselves on our innovative products and high levels of customer service. Everything we do is driven by a passion to improve the lives of people that use our technology.

At Smartbox we believe everyone has the right to a voice. This is what the company was founded upon nearly 20 years ago and remains true today. Our users represent a diverse community of individuals and we want to support them by promoting an inclusive culture within our team.

The Smartbox Head Office is in Malvern, Worcestershire. We have a second major office in Bristol and a smaller one in Pennsylvania, US.

The Job

Smartbox is looking for talented Software Developers to join our R&D team, creating AAC products (Assistive & Augmentative Communication) that transform lives for disabled people across the world. We are a small team making a huge impact, and our software developers look after everything from our Windows and iOS apps and online services to the tools we use to build them.

You will work as a member of a cross-functional agile team, involved in the full product lifecycle: understanding customer and business needs, generating ideas, solving problems, planning, designing and developing solutions, and supporting features post-launch. It's a highly collaborative environment with a commitment to good software engineering practices and continuous improvement.

We involve our customers in the design process to make sure we truly understand their needs and that our products deliver real value. You will have the opportunity to work regularly with customers and internal experts to refine your thinking and enable you to deliver products you can be proud of.

Duties will include:

- Working on anything from UI to core functionality, from fixing bugs to integrating new technologies.
- Writing clean, working, cross-platform C# code (.NET 6 and Xamarin) and associated tests, and improving the standard of existing code as you touch it to make it more testable, reliable and maintainable.
- Working closely with product specialists, UX designers and other developers to design, develop and support robust solutions.
- Participating fully in the planning of your team's work
- Collaborating with stakeholders and customers to solve problems in a way that meets their needs.
- Helping to evolve your team practises and processes.

The successful applicant will also be asked to perform other duties on an ad-hoc basis and will need a proactive attitude to this.

Essential skills/attributes

- Passionate about changing lives with assistive technology
- 2+ years of professional software development experience in modern C# or similar (e.g. Java, C++)
- Excellent understanding of software design principles
- Highly confident and experienced with automated testing – from unit tests to system and integration tests.
- Confident working on problems from scratch – resourceful in turning problems into simple solutions, and proactive in working with stakeholders to resolve ambiguity.
- Confident picking up an existing codebase, refactoring and improving test coverage to deliver safe code changes.
- Versatility - enjoying turning your hand to new things, with a flexible approach to evolving business priorities.
- Willingness to develop across Windows and iOS (we can teach you).
- Great interpersonal and communication skills.
- Strong analytical thinking, with attention to detail

Useful skills/experience

- Windows or iOS application development (highly desirable)
- Any of the following technologies: WPF/XAML, Xamarin.iOS, ASP.NET MVC, Entity framework, SQL Server, Android, Javascript
- Cloud experience (particularly Azure or AWS)
- Knowledge of professional software engineering best practices, including coding standards, code reviews, source control, build processes, testing, and operations
- Knowledge of Computer Science fundamentals in data structures, algorithm design, problem-solving, and complexity analysis
- Experience in configuring build systems for .NET (e.g. Team City, Jenkins etc)
- Keen interest in the product, and in customer needs
- Experience of working in an effective Agile team.
- Experience with AAC or assistive technology

Rewards and benefits

- Smartbox offers comprehensive benefits including Company Pension, Group Life Assurance and Income Protection together with Private Medical Insurance
- 25 days holiday plus public holidays
- Onsite parking available
- Office snacks
- Flexible working
- Training and development opportunities
- Cyclescheme
- We are passionate about our people and offer many social events including a family weekend away, social outings and a Christmas party each year

We're committed to creating an inclusive culture, encouraging diversity of people and thinking. Anyone can find a home at Smartbox – we would love for you to apply.

Please outline your experience and ability to excel in this role within your covering letter.