JOB DESCRIPTION

PENCARRIE

Section 1: General information	
Job title:	**PHP Developer**
Department:	**IT**
Reports to:	**Lead Software Developer**

Section 2: PenCarrie's story and purpose

PenCarrie's story:

With over 30 years' experience, PenCarrie has built a strong reputation as a leading B2B supplier to the garment decoration industry. Based in Willand, Devon, PenCarrie stocks over 3,500 product lines from over 75 of the industry's top brands from promotional t-shirts to high specification outdoor wear. With a primary focus on meeting the needs of customers, PenCarrie delivers not just on choice but on customer service, reliability and the values that make it one of the leading companies in the market. We are a family business employing 300 Team PenCarrie members each of whom is as passionate about the business as the next.

PenCarrie's purpose:
The distribution partner that enables exceptional customer success.

Section 3: Purpose and responsibilities of the role

Main purpose of role:
The purpose of this role is to maintain and develop our bespoke website while contributing to its design. You will be responsible for writing clean, efficient and well-documented code using PHP and the Laravel framework, as well as working on front-end development with HTML, CSS, and JavaScript to create engaging, user-focused interfaces.

Main responsibilities:
1. Maintain, develop and design PenCarrie.com and other sites using PHP and the Laravel framework.
2. Write clean, efficient and well-documented code.
3. Collaborate with the design team to translate UI/UX designs into functional web applications.
4. Work closely with other IT development teams and Architecture to ensure brilliant end to end solutions.
5. Develop and maintain robust APIs.
6. Maintain configuration management and deployment solutions using tools such as Ansible.
7. Troubleshoot and debug web applications to identify and resolve issues.
8. Optimise web applications for performance and scalability.
9. Stay up to date with the latest web development technologies and trends.
10. Work closely with colleagues to deliver projects on time and within budget and ensure interoperability with existing systems and architecture.
11. Implement security best practices to protect the application and user data.
12. Foster a culture of continuous improvement, contributing to process enhancements and tool optimisation.

Section 4: Person specification

Knowledge, skills and experience required:

Essential
- Experience developing transactional eCommerce platforms.
- Proven experience as a full stack developer, with strong expertise in PHP and a modern framework (Laravel).
- Experience with front-end technologies such as HTML, CSS, and JavaScript.
- Knowledge of database systems, such as MariaDB, MySQL and ElasticSearch.
- Knowledge of API development and integration (REST, SOAP).
- Understanding of web server configuration on Linux (Nginx, Redis, HAProxy, NewRelic).

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- Understanding of responsive design and cross-browser compatibility.
- Experience with version control systems (Git).
- Strong analytical, problem-solving, and debugging skills.
- Excellent communication and teamwork skills.

Desirable

- Experience with front-end frameworks such as Vue.js or React.
- Proficiency in containerisation technologies (Docker).
- Experience with cloud platforms (Azure, AWS, GCP).
- Familiarity with testing frameworks.
- Understanding of DevOps practices.
- Familiarity with agile development practices
- Understanding of compliance requirements (PCI, GDPR)

PenCarrie Values

We're dedicated to customer success

- Every one of us can make a difference to our customers' experience
- We actively look for ways to help our customers succeed
- Our customers are considered in every decision we make

We build strong and respectful relationships

- We create a kind, safe and inclusive workplace where everyone feels they can thrive
- We collaborate to find solutions and build ideas
- We build trust in each other
- We're prepared to have the difficult conversations, giving and receiving feedback

We look forward and embrace change

- We're bold, brave and inspirational
- We look up, look out and look forward
- We anticipate and embrace change

We're proud of everything we do

- We strive to improve in everything we do
- We celebrate our achievements
- We all have a voice
- We know our priorities and implement with conviction and pace

We grow responsibly

- We use our resources wisely
- We're clear and transparent in our communications to all our stakeholders
- We're committed to reducing our environmental impact
- We give back to our communities

Section 5: Job description prepared by

Job title: Director of IT
Date: November 2024