

## JOB DESCRIPTION



Section 1: General information	
Job title:	Software Developer
Department:	IT
Reports to:	Lead Software Developer
Section 2: PenCarrie's story and purpose	
<p><b>PenCarrie's story:</b></p> <p>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.</p> <p><b>PenCarrie's purpose:</b></p> <p>The distribution partner that enables exceptional customer success.</p>	
Section 3: Purpose and responsibilities of the role	
<p><b>Main purpose of role:</b></p> <p>Working as part of a busy IT team to design, develop, test, and install bespoke systems to meet identified requirements with the ultimate goal of improving the efficiency and effectiveness of company operations.</p> <p><b>Main responsibilities:</b></p> <ol style="list-style-type: none"><li>1. Provide technical leadership in the design and development of software that meets the Company's requirements and improves the efficiency of working processes.</li><li>2. Work with the Business Change Team and Business Analysts to analyse user requirements and translate them into effective software solutions, leveraging modern development frameworks, tools, and methodologies to ensure the right systems are in place.</li><li>3. Work closely with the Test Lead to ensure rigorous testing and optimisation of software systems, implementing necessary modifications to guarantee functionality, security and performance.</li><li>4. Maintain high development standards, ensuring all software adheres to best practices, coding conventions, and industry regulations. Ensure appropriate documentation is created and maintained.</li><li>5. Assist in the identification and development of new software applications to ensure the Company's systems remain current.</li><li>6. Act as a key technical expert within the organisation, providing guidance, support, and training on software-related issues to management and team members.</li><li>7. Stay ahead of industry trends and emerging technologies, proactively identifying opportunities to enhance systems, improve efficiencies, and maintain the Company's competitive edge.</li><li>8. Adapt to evolving business needs, taking on additional responsibilities that align with expertise and contribute to overall company success.</li><li>9. Mentor, guide, and support junior developers, fostering their growth, improving team knowledge, and ensuring high-quality code and development practices.</li></ol>	

**Section 4: Person specification****Knowledge, skills and experience required:****Essential**

- Proven expertise in designing and developing complex software systems with a focus on scalability, maintainability and performance
- Thorough knowledge, experience and evidence of software development using C# for one or more of the following:
  - Windows Application development with WPF
  - REST API development
  - Cross platform development with Maui (or Xamarin)
  - Blazor development
- A strong foundation in object-oriented programming (OOP) with experience implementing various design patterns and architectural principles (e.g., MVC, MVVM)
- Knowledge and experience of relational databases and SQL (Preferably MySQL)
- Good understanding of source control (Git)
- Exceptional analytical thinking with an aptitude for troubleshooting and problem-solving
- Good communication skills both written and verbal, with an ability to explain technical concepts to a non-technical audience

**Desirable**

- Experience with Microsoft Dynamics Business Central, Microsoft Power Platform, or other integration platforms or middleware
- Knowledge and experience of OpenAPI, OData and OAuth
- Understanding of UX design principles, contributing to user-friendly and visually appealing applications
- Knowledge and experience of RabbitMQ / MSMQ
- Knowledge and experience of working in a DevOps/DevSecOps environment
- Knowledge of unit testing frameworks to ensure code quality and maintainability
- Knowledge and experience with SOAP API development for integration with legacy systems
- Knowledge and experience of WinForms development
- Previous experience of the distribution industry
- Experience of providing support and or mentoring to junior developers

**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: Lead Software Developer**

**Date: March 2025**