



Job Description
Graduate Software Developer

Job Title:	Graduate Software Developer	Salary range:	Dependent on profile and experience
Reports to:	Supervising Software Engineer	Working Hours:	9am – 5pm Mon-Fri

About Cooper Software

We are a leading mid-market technology consultancy delivering successful business change programmes to our Clients. Since being founded in 2005, we have grown to become Europe’s largest independent provider of products, consulting services and support for ERP systems and a one-stop-shop for Business Discovery needs. We are an IFS Business Partner, QlikSolution Partner and NetSuite Partner. Cooper Software are actively working with over 50% of the IFS UK user base and have provided over 250+ solutions for Clients all over the world.

Overall Purpose:

The post holder will be responsible for designing, developing and maintaining bespoke software applications for Cooper Software’s clients and also Cooper Software’s innovative suite of products. You will work on a range of projects and gain exposure to a variety of technologies and platforms, including mobile and web etc.

Working Relationships:

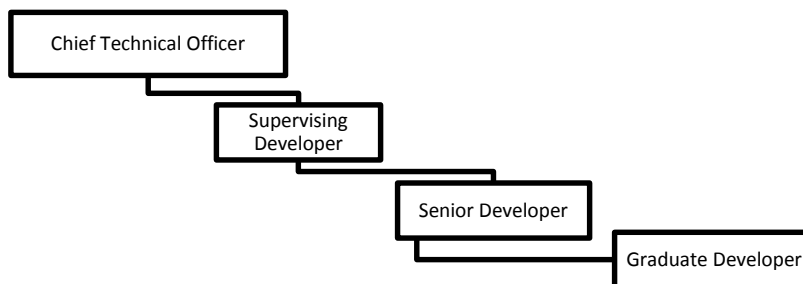
Chief Technical Officer – The post holder shall be responsible to the CTO for overall individual performance.

Supervising Software Engineer – Responsible to the Supervising Software Engineer for the performance of all day to day duties.

Project Management Office (PMO Co-ordinator) – The post holder is responsible for ensuring all required technical products are completed to the highest standards and for escalating any immediate project risks/issues.

All Technical Operations staff – The post holder will contribute to all team activities e.g. peer reviews, daily stand up meetings.

Organisational Position:



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Responsibilities:

- Work within the Project Management Office framework developing an ability to consistently produce the following for all technical products;
 - Solution Design Documents
 - Coding
 - Testing Documentation
 - Release Packages
- Learn and understand what a solution design documents are, what they should contain and the quality standard expected of them.
- Learn, understand and be able to adapt to any architecture defined for any given project.
- Responsible for delivering formal release packages, including all testing documentation, via the helpdesk.
- Responsible for understanding the scope of any assigned piece of work, raising to the supervising software engineer when something is not understood, something is likely to run over budget or something is requested (from the customer) that is out of the scope.
- Ensure at all times that SVN is kept up to date for any given project and that all code committed has been peer reviewed by, at least, a developer but preferably a senior developer.
- Ensure communication channels between graduate developer, supervising software engineer and the Client are kept open and clear at all times with all project risks and issues raised as early as possible.
- Understand the points at which risks / issues should be escalated along with who to escalate them to and how to move forward post escalation.
- Participate in monthly team reviews, weekly team stand ups and daily peer code reviews.
- Produce work on-time and to a consistently high standard.

Employment Checks:

Please note that final appointment will be subject to pre-employment screening. All candidates must be eligible to work in the UK.

Additional Information:

The post holder should possess the following

- Degree level qualification in a Computer Science related subject.
- An understanding of object orientated programming.
- An understanding of database driven programming – Oracle & SQL Server preferred.

Knowledge of some of the following areas also advantageous:

- ASP.NET
- VB.NET
- C#



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- HTML
- AJAX
- XML
- SQL & PL/SQL
- Crystal Reports
- Android / IOS

Equality & Diversity:

Cooper software values the diverse skills and experience of its employees and is committed to achieving equality of treatment for all. Its objective is that all individuals shall have equal opportunities for employment and advancement on the basis of their skills, aptitudes and abilities. The Company is committed to the engagement and retention of the best possible talent and to creating an environment that encourages excellence through good equalities and diversity leadership and management.