

#### About Novia Financial:

Novia Financial is an award-winning financial technology company based in the heart of Bath, just a 5-minute walk from the train and bus stations. We are entering a period of sustained enhancements to the platform and the surrounding services that we provide, and as a result, we need to increase our development capacity and expand our capabilities.

We're determined to deliver technology that will keep us ahead of the competition and there are opportunities for both experienced IT professionals and those willing to learn on their feet to help us meet that challenge. If you like working in a highly collaborative environment geared towards frequent delivery of high value and quality business solutions, Novia could be your next step.

For more information about us visit <https://www.novia-financial.co.uk/>

#### Some of the benefits of working for Novia:

- > Competitive salary.
- > Up to 15% discretionary bonus each year.
- > Relocation assistance, subject to qualifying criteria.
- > 25 days holiday per calendar year, plus bank holidays, with the option to purchase or sell up to 5 additional days per year.
- > Flexible working options, including working from home and flexible working hours.
- > Flexible dress code in the office.
- > Tech Scheme (buy discounted electrical products and pay back monthly via Company payroll).
- > Cycle to Work scheme.
- > Supported and encouraged professional development such as vocational training, Hack days, conferences and meet-up events.
- > Regular social events.
- > Private medical insurance, income protection scheme and group contributory pension scheme.
- > Internal mentoring scheme.
- > Employee Assistance Programme (EAP).
- > Interest free season ticket loans for travel costs.
- > Various corporate gym membership rates.
- > Novia Foundation day in support of charitable activities.

#### Our key objectives:

Novia is embarking on a significant period of growth that will result in us having the best wealth management platform in the industry combined with an efficient operation that enables great outcomes for our end-users. To achieve this, we need outstanding individuals to join the team to enable and support the following outcomes:

- > Deliver sustainable value to our customers and colleagues in the possible time with the maximum benefit.
- > Create a healthy work environment that supports team members to thrive and develop through continuously learning.
- > Optimise cost-to-serve so that we can provide the best value platform in our industry.
- > Embed common ways of working across teams and with our key partners to deliver business and technical agility.
- > Ensure quality, security and compliance is built into everything we do making inspection redundant.
- > Foster and optimise operational excellence in everything we do.

#### About the role:

The Dev Lead will work as part of a collaborative agile team comprised of business subject matter experts (SMEs), test analysts and developers that sprints at a two-weekly cadence. In this role the successful candidate will redevelop our customer facing products using the latest technologies like ASP.NET core, Azure, MongoDB, NServiceBus and vue.js. They will be part of an agile team building a modern scalable and flexible microservices architecture to support the future vision of our company.

The successful candidate will be experienced in building scalable distributed applications and be able to contribute to technology choices. The role will involve:

- > Providing technical leadership to the IT Dev team, ensuring software is designed, developed and unit tested in line with Agile/DevOps practices and modern software engineering principles to optimise velocity and quality.
- > Management of tight timescales and prioritisation of User Stories with the Product Owner.

# novia / Dev Lead

- > Collaboration with the Product Owner and Scrum Master whilst being a hands-on developer within the team.
- > Peer reviews and pair working with less experienced developers to ensure quality is built in.
- > Mentoring and coaching less experienced developers.
- > Constantly challenge existing practices and processes and suggest improvements. Developing, implementing and sharing best practice.

## About you:

The successful candidate will take pride in delivery, continuous improvement and capability development. This is not a role for a 'next stepper.' Their background will include:

## Essential:

- > .NET Core.
- > Minimum 5 years C#.
- > Minimum 5 years ASP.NET MVC4+.
- > 5 years HTML5/CSS, Typescript.
- > 5 years SQL Server.
- > 3 years GIT experience.
- > Proven track record working with continuous integration builds and automated release pipelines.
- > Ability to investigate complex issues and make informed decisions about them when written guidelines are not available.
- > Experienced in working with agile delivery framework (Scrum with two-week sprints).
- > Experience using VSTS (Azure DevOps) or similar bug tracking and test case management tool.
- > Degree Qualification – preferably a math, science, computer science or similar degree.
- > Experience of leading a team of developers.

## Desirable:

- > Vue.js or other modern JavaScript frameworks.
- > NoSQL database (Mongo).
- > Experience of Azure Service Bus, nServiceBus.
- > Test automation using Selenium.

## What's it like to work at Novia?

Novia has a culture based on transparency, trust, collaboration, achievement and fun. We appreciate one and other and are outcome oriented. We want to help you achieve, within a team environment, grow your career and set you up for success – while also recognising the importance of a healthy work/life balance. We are selective on who we employ making sure that candidates have the values and behaviours required to become a "Novian."

Working at Novia is a bit like climbing a mountain. We all know which way is up, make sure if someone slips the rope is secure and they don't fall, and we all reach the summit together, and celebrate, not only our achievement but how we got there. If you think you have the makings of becoming a Novian, then please email an up-to-date CV to [jobs@novia-financial.co.uk](mailto:jobs@novia-financial.co.uk) along with a short note to capture our attention and compel us to want to meet you.