# Senior/Lead Developer

Role Specification & Candidate Profile

**BOARD
INTELLIGENCE**

# The Role

We have Senior and Lead Developer roles across the full range of 'full stack'. Whether you prefer to focus on front-end or enjoy a deep dive into DevOps or something in between, we're hiring.

We're looking for people who know how to learn and how to think – we don't require experience with any particular part of our stack. Our stack is also evolving. We're early adopters of any technology that can help us deliver our product and we're not afraid to change and upskill the entire team in a new area.

## WHAT DO WE USE?

- Front-end: React JS
- Back-end & services: Ruby (on rails), Go, Clojure, Kafka, Rabbit MQ
- Infrastructure, Devops and CI: Docker, Kubernetes, bare metal, Gitlab CI, Google Cloud

## WHAT'S OUR RECRUITMENT PROCESS?

We know there are lots of great opportunities out there, so our selection process takes less than a week (depending on your availability) and you'll get plenty of opportunities to ask us questions and share your experience. Generally, our recruitment process looks like:

- A short call. We like to check that what we have is what you're looking for, before you come and meet us. 30 minute informal chat with our team leader.

- A face-to-face technical interview. This is the main bit. You'll meet two of our Lead Developers and discuss your experiences, test your problem solving, explore coding idioms and more. We'll ask and answer many questions, so you – and we – can get a good sense of if this is the team for you. 90 minutes with a couple of our team.
- A short coding challenge. If you're still keen once you've met us, we'd like to see how you code with a short coding challenge. 90 minutes.

And that's it. We'll make our decision quickly and fairly, and won't leave you hanging.
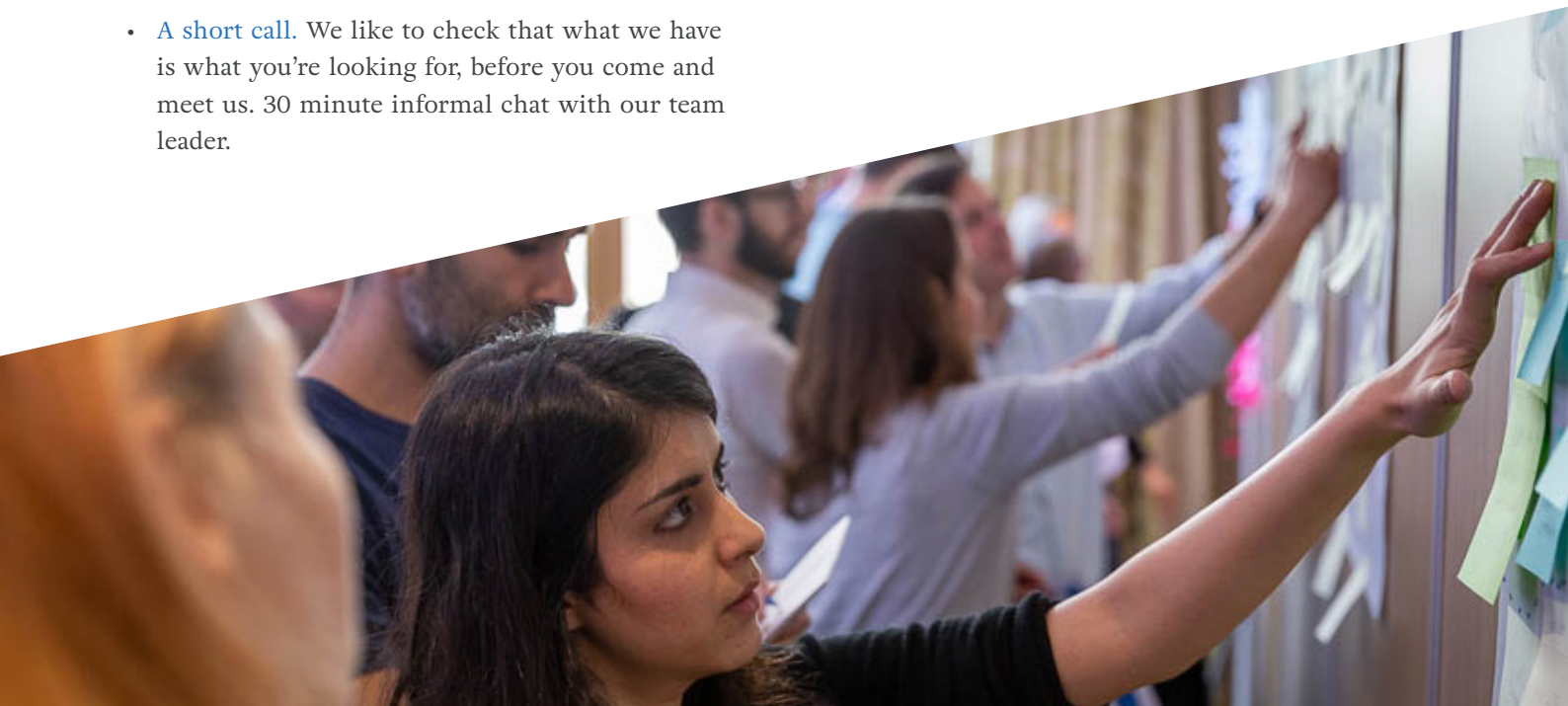
# About us

### THE TEAM

Our Product and Technology team is 15 people and counting. It's a strong team, weighted towards Lead and Senior Developers. Working here means working with peers who each bring different strengths and experiences. This allows us to keep management to a minimum and to organise around our Lead Developers, not external managers.

We use a loose agile methodology, picking the parts that work, improving them and discarding the rest. We learn from each other, taking time to share expertise in our specialist areas and we set aside a decent budget for external events and training too.

We're based in central London in a great office, and most of us are here most days, but we're flexible with working hours and locations as needed. Our dress code is relaxed.

### THE COMPANY

Board Intelligence is a rapidly growing Software as a Service (SaaS) business, pioneering a service that drives board effectiveness for decision makers and directors. We've been helping boards to make smarter, faster decisions for 16 years and we've been turning that knowledge into software for seven years. With over 14,000 users engaged on our platform, we work with FTSE 100s, large privately owned companies, public sector and government departments, and have delivered ~50% YOY growth over the past five years.

We're 70 people today and growing fast. As we grow, we're fiercely protective of our friendly, high performing culture. With over 13 nationalities represented, the team is diverse and friendly, and most days you'll find a group of us getting lunch together.

We're owner managed and remain in control of

our own decision making and destiny. Many of us, including our founders, have young (or not so young) families, so we know the value of a supportive company. And all of us like to have fun, so our regular company socials, Friday drinks, away days and lunch & learns are always a highlight.

### THE OFFICE

Most of the company are based in our London office, but we have a small team in Hong Kong who help to provide 24/7 support to our clients.

Our London office is in the heart of the City. It's brand new, with a sleek fit out, great communal kitchen and lots of meeting rooms and booths, so you can always find the space you need. A stone's throw from Bank Station (Central Line, Northern Line, Waterloo & City, DLR), the office is also minutes from Cannon Street and Moorgate Station, and not far from Liverpool Street or London Bridge. We have the Royal Exchange on our doorstep and are spoilt for choice for lunch options and after work drinks venues, as well as gyms for those who want a bit of balance.

### THE DETAILS

We pride ourselves on our great working environment and package. Here's some of what's on offer:

- Competitive salary & pension scheme
- Personal performance bonus
- Bupa health & dental cover
- Daily breakfast, drinks, fruit and snacks
- Regular training & development, mini MBA series, lunch & learns
- Travel card loan & cycle to work scheme
- Competitive parental policies
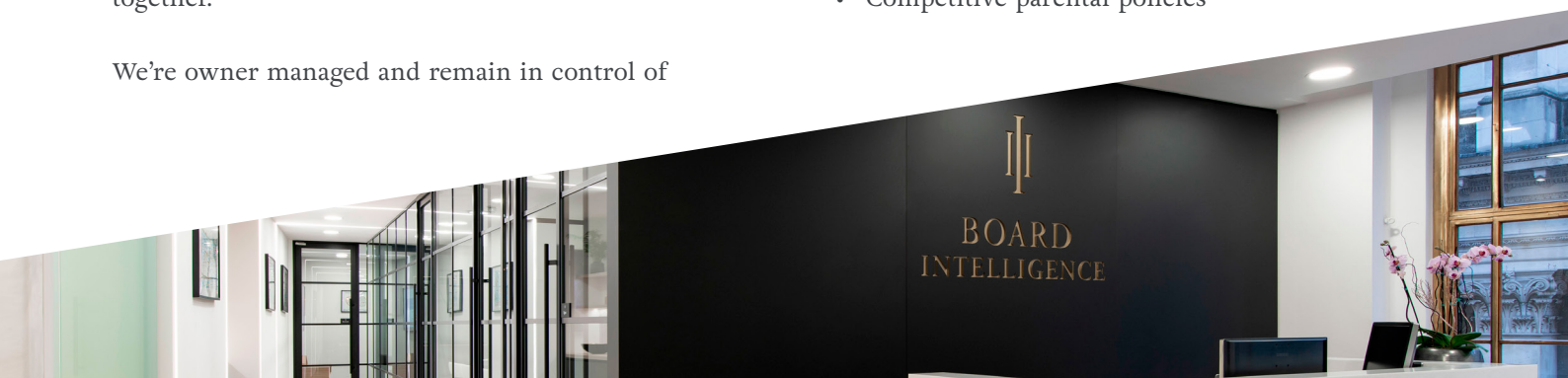
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