

Candidate Brief

Full Stack Engineer



About us:

Netex is a global leader in digital learning solutions. Founded in Spain, the company provides innovative learning experiences for businesses across the globe. With decades of experience delivering tailored, scalable solutions that empower businesses to thrive in an ever-evolving landscape, Netex's award-winning platforms and content focus on driving engagement, enhancing skills, and unlocking human potential through cutting-edge technology and user-centred design.

Virtual College, in partnership with Netex, combines cutting-edge global learning technology with over 30 years of experience in compliance eLearning. Known for delivering high-quality training, Virtual College works with a wide range of public, not-for-profit, and private sector organisations, including the NHS, YMCA, and thousands of education providers. The Virtual College promise is simple: to provide high-quality, compliance-focused, cost-effective, simple learning solutions that put the learner first. With thousands of positive reviews, Virtual College is renowned for providing reliable and impactful eLearning to businesses, wherever they are in the world.



About the role:

Title: Full Stack Engineer

Entity: Virtual College

Location: Leeds/Remote

Salary: Up to £ 60,000

Hours: Full Time 37.5hrs per week (Flexible options considered)

Space: UK

- **Key Responsibilities:**

- Design, build, and maintain efficient, reusable, and reliable code
- Ensure the best possible performance, quality, and responsiveness of applications
- Identify bottlenecks and bugs, and devise solutions to mitigate and address these issues
- Help maintain code quality, organisation, and automation of tasks
- Provide technical support to others within the software development team
- Liaise across departments / Scrum teams to ensure commitment of quality
- Maintain an organised workflow and keep all development projects under strict version control
- Excellent communication skills and managerial skills to manage time and resources effectively between projects
- Work to development specifications to produce robust and reusable code
- To contribute towards our quality objective of achieving 95% of our customers rating our Learning Management System good or excellent
- Experience performing devops tasks to be able to build and deploy environments for test and production where required.

About the candidate:

Required Skills:

- C#
- ASP.NET Core
- SQL/SQL Server 2016+
- JavaScript
- React
- HTML/CSS

Desired Skills:

- Shopify Hydrogen
- Remix
- EF Core
- Redis
- Storyblok CMS
- Algolia
- Klaviyo
- Dynamics 365
- Node
- Agile Scrum
- Unit Testing
- IIS 7.5+
- Azure Devops
- Visual Studio
- Git version control

• Personal Attributes:

- Must work well within a team environment and be able to discuss development projects with team members and management
- Be determined to deliver agreed requirements in the specified Sprint cycle whilst maintaining quality assurance.
- Work well in a team environment ensuring that collaborative methods are used to meet the teams' common goal.
- Must be highly organised to ensure deadlines are met and requirements are delivered in accurately.
- Must keep up to date with modern development technologies and eager to learn new skills and embrace self-development.
- To support and adhere to Netex Group Values and Behaviours – essential

What to expect:

We are an inclusive employer and endeavour to provide a fair, transparent and supportive recruitment process.

We typically run a two-stage process, which consists of competency-based interviews that are designed to evaluate key skills and behaviours required for the role to which you are applying. We use the STAR framework (Situation, Task, Action, Result), to give candidates a consistent experience and help focus on real-life examples throughout the interview. Guidance on how to answer within this framework will be provided in your interview but some key tips to remember include:

Preparing a few examples ahead of time for different competencies that are outlined in the job description.
Practice keeping your responses concise (2–3 minutes per answer) and keeping these in the STAR format.
Try to summarise with a brief reflection on what you've taken away from each experience if applicable.

Technology roles will also include a technical test where they will be asked to work through code examples on the call.

If you require any adjustments or accommodations, we are here to support you every step of the way!





Working with us

Culture

- Inspirational mission vision and values
- Sports and Social club
- Honesty and integrity
- Regular Communications

Career

- Champion internal training and succession
- Role specific external training opportunities
- Ongoing personal and professional development

Compensation

- Fair and transparent Salaries
- Annual pay review

Benefits

- Access to extensive course catalogue
- EAP
- Health cashback plan
- Paid sick leave
- Holidays: 33 basic. +1 each 3 years, +1 after 10years.
- 5 Days unpaid leave.
- Can roll over 1 day and have 1 day paid if unused at end of holiday year (Jan - Dec)

Work Environment

- Peer to peer and global recognition
- Clear expectations and autonomy
- Genuine flexible working
- Growing Business
- Inclusive and supportive environment

Application Process

Timeline and Next Steps

We run a two-stage process as we mentioned before so for this role we will be looking to:

Shortlist until:

Run interviews until:

Please note these dates may change.

Further Info

If you have any further questions relating to the role, and adjustments or the recruitment process, please email:

darren.lawson@virtual-college.co.uk

