



Senior Javascript Engineer/Team Leader Node.js (and React)

Job Description

Remote Working

Ref: R00121

VoCoVo Company Overview

VoCoVo is a leading voice & technology brand working with some of the world's biggest retailers. You may have seen our equipment in places like ASDA, Tesco's, Co-Op, TK Maxx, Primark and Pets At Home to name a few... We now have over 100,000 people in 8,000 locations using our product every day!

The business was recently proud to achieve 5th place in the Sunday Times Tech Track 100 and a 2,500% growth within the last 4 years here in the UK. We are now looking to cement our position as a leader in this field by expanding our reach into Europe and North America.

To help us achieve our vision we are looking to fill this new engineering position.

Purpose of the Role

At VoCoVo our Javascript Engineers write for our cloud and our appliances. This role will work with the Product Owners. You will be developing and integrating software written in Javascript and Typescript. Your code will run in our cloud, or on our rapidly growing estate of thousands of powerful IoT-like hardware appliances running Node.js, located at each of our customers' stores. As the Team Lead you will take line management responsibilities for your team, ensuring that your experience improves both the product and builds your colleague's careers. You'll also take a strategic position in leading engineering across and beyond your team.

Strongbyte Solutions trading as **VoCoVo**

Wychwood Business Centre, Milton Road,
Shipton-Under-Wychwood, Oxfordshire, OX7 6XU

T: +44 (0) 3301 373789 | E: hr@vocovo.com



Accountabilities of this Role

- Developing robust, scalable JS/TS and infrastructural solutions
- Thought leadership on both uncharted problems and legacy software
- Researching new solutions
- Owning your domain, taking responsibility for everything you see deserving of change
- Mentoring of our less experienced developers
- Recruitment involvement when building the team
- Line management of the colleagues in your team, coaching them towards VoCoVo's goals as well as their personal career objectives
- Peer review of your colleagues' work
- High availability and flexibility, to always "pitch-in" on a problem
- Close liaison with Product Owners to help them break down work appropriately for less experienced developers, or understand complex problems for feedback to stakeholders
- Tight alignment with other Team Leads and Engineering senior management

What does success look like?

- Your skills have ensured that a tripling of our on-premise hardware units (from thousands to tens of thousands) has come at no cost to the ease of writing code for them, or of their maintenance and management in bulk. Our cloud systems are undaunted by the additional load
- You've helped lead your team to successful outcome in all their projects
- You've identified cross-functional or strategic challenges to your team or department and with your team implemented solutions with good momentum, seeking sponsorship from management where appropriate
- All the software running on our hardware units meets our common coding guidelines and standards, and uses modern patterns familiar to all our team
- Our product roadmap remains on track, and our company growth goals are met
- Our customers experience 99.5% uptime of their hardware devices and require fewer support calls to manage their hardware
- Your solutions allow the company to grow into new markets and regions
- Our customer liaison teams have been able to stop chasing bugs, thanks to your rigorous improvements to the consistency of configuration of our hardware
- Your colleagues have measurably grown in skill and confidence as a result of your influence and your team has expanded through successful recruitment

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Skills Expected

You will be an experienced technical leader and programmer, capable of motivating and driving a team of like-minded colleagues, as well as taking a lead on engineering principles and practices across all teams. You're confident working in Linux and debugging event-driven systems written in Javascript.

The following are highly desirable, but we do not expect you to have them all:

- Excellent knowledge of Node.js
- Strong skills in a variety of SQL/NoSQL solutions
- Several years experience of leading vertical teams of approx 5-10
- Several years experience of line management, including career progression planning and objective measurement
- Experience in event-driven systems, state machines
- Good knowledge of the GNU/Linux operating system
- Solid experience of writing software for deployment on docker/k8s
- Good experience writing or integrating authentication and account systems like OAuth, SAML, LDAP, AD
- Strong knowledge of systems configuration management tools
- Understanding of Microservice and Monolith patterns and migration strategies
- Analytical problem-solving skills
- Strong communication skills, and able to explain complex concepts clearly

Nice to have skills

- Experience working with fleets of IoT hardware, or equivalent
- Systems-level programming
- Experience of telephony/VOIP communication systems & software
- TCP/IP and Internet protocols
- Hardware integration testing
- Embedded systems experience
- Other Information

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Interview process

Candidates can expect a 5-stage process: A screening call, a technical test, a systems design test, an interview and a second-stage interview with the CTO.

If you are excited by this challenge then we want to hear from you.

To apply please forward your CV and covering letter, detailing why you feel this role is the perfect for you to hr@vocovo.com

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