Junior Software Developer (AM2)

**Location:** Warrington, Leeds, Birmingham or London with travel as required (we offer Hybrid working supported by a Smart Working Policy)

**Full Time or Part Time:** Full Time

**Directorate:**  Digital Solutions

**Company Overview:**

Ardent is the UK’s leading provider of land, consent management and stakeholder engagement services to support major infrastructure and regeneration projects from concept to delivery.

We are Project Managers, Chartered Surveyors, Transport Planners and Land Referencers, based in London, Birmingham, Warrington, Leeds, Glasgow and Dublin and supporting projects throughout the UK and Ireland.

Established in 1992 to provide a 'one stop shop’ for land and property matters for major infrastructure projects, our client portfolio includes some of the biggest players across our four core sectors of transport, renewables, utilities and regeneration.

We are passionate about delivering life-improving change for communities and future generations and we are proud to play a key role in facilitating and delivering the UK and Ireland’s net zero agenda, improving connectivity, enabling the repurposing of high streets and town centres and delivering new homes for the people who need them most.

We are problem-solvers, can-doers and solution-drivers working collaboratively with our clients to provide proactive and strategic advice to identify and mitigate risks, deliver efficiencies and, ultimately, achieve deliverable consents and build projects that positively impact people’s lives and the world that we live in.

We are looking for a Junior/Graduate Software Developer who wants to develop in the role

and progress to leading the frontend development on our in-house applications.

**Technical Knowledge, Skills & Experience Required:**

* Support the software developers and software development manager with basic data administration tasks with regards to maintaining the platform.
* Contribute to the day to day reporting for projects including generating bespoke reports from Atlas.
* Demonstrate the willingness to learn and develop a skillset that will benefit the development of Ardent Digital solutions.
* Good understanding of client side programming (JQuery, HTML, CSS etc) and the ability to query the databases using joins, functions and temporal tables
* Good understanding of C#
* Ability to manipulate data in excel, use VBA to automate processes in excel, ability to incorporate formulas into excel and complete data imports into SQL databases
* Be confident communicating with other teams and dealing with support requests for Atlas

**Key Business Skills:**

**People**

**The role is accountable for the following:**

* Demonstrate the ability to express ideas clearly and concisely in face-to-face and one-on-one communication through Teams and other online platforms.
* Be confident to have your camera on at all times during calls.
* Demonstrate proficiency in writing clear and coherent emails with minimal errors.
* Demonstrate the ability to listen actively, comprehend information, and ask relevant questions.
* Demonstrating proficiency in executing assigned tasks.
* Demonstrate the ability to work effectively as part of a team, following the lead of supervisors and managers.
* Demonstrate communication skills to convey ideas and information clearly within the team.

**Quality**

**The role is accountable for the following:**

* Demonstrate proficiency in maintaining accurate documentation.
* Adhere to all company policies relating to document control, including naming and filing protocols.
* Gain a foundational understanding of the regeneration and infrastructure sectors / markets and services offered.

**Growth**

**The role is accountable for the following:**

* Spend time getting to know colleagues in your immediate team / office, understanding what they do and the roles that they play in the business.
* Establish a professional LinkedIn profile and use it as a means to develop understanding of the market that you operate within, and to grow your internal and external network.

**H&S/SV**

**The role is accountable for the following:**

* Demonstrate an understanding of workplace safety rules and regulations.
* Comply with company policies relating to health and safety and have completed all mandatory H&S training.
* Demonstrate familiarity with evacuation plans for your office.
* Ensure appropriate Personal Protective Equipment (PPE) is worn at all times.
* Understand the importance of promptly reporting safety incidents, including near-misses and hazards, to supervisors.

**Finance**

**The role is accountable for the following:**

* Develop a basic understanding of key financial concepts, including revenue, gross margin and net profit.
* Record all time in Deltek on a daily basis and ensure timesheets are submitted at the end of each week.

**Behavioural Skills Required (Based on our Values) :**

**Thirst for Knowledge** *(We embrace opportunities to learn and improve for personal and professional growth) -* Demonstrate a strong commitment to the development of yourself, and your people, for your role in a growth company and future role. Coach and mentor others (or actively engage with your Coach) to have a deep understanding of their knowledge and experience. Actively supporting with areas of development and career goals, extending beyond a technical remit and actively developing your business knowledge on an on-going basis.

**Own It** *(We do what we say we will. We own our individual actions, are accountable for them and take pride in adding value)* - Act like it matters, take pride and caring about the outcome of people in your team, or who you work with, and your clients objectives.

**Be the Difference** *(Focus energy to make things happen. Be beyond process. Stand up, Stand out)* - Be confident in your decisions and implementing them, taking into account the wider structure and *objectives of the business, working with or alongside peers across the business. Be more than any other competent person in your role.*

**Enjoy the Journey** *(Have fun, be engaged and be proud to be Ardent) -* Translatinggoals and visions of the business into meaningful objectives for your team in a positive and engaging manner (delivering excellence in your own objectives), demonstrating your commitment to Ardent and the wellbeing and development of your team and colleagues. Understand the needs of your people and colleagues to have, purpose/fulfilment, personal growth, engagement, team culture and fair pay.

**Adapt** *(We drive change and innovation to deliver growth and new opportunities in an ever-changing world)* - As a growth company Ardent is all about change. You must be a change maker. Demonstrate ability to drive and/or implement change to enable Ardent to continue to excel. Listen to your team and people you work with to actively search for opportunities to create change. Exhibit a resilient attitude, communicate key information in a clear and engaging way to influence others**.**

*Ardent is an equal opportunities employer that is committed to inclusion and diversity. We positively encourage applications from suitably qualified and eligible candidates regardless of race, colour, religion or belief, age, sexual orientation, gender identity/expression, disability status or other legally protected characteristics.*

With people at the core of our business, we offer employees an unrivalled career opportunity rather than simply a job. In a fast growing organisation, we train, develop and support our staff to grow and achieve their career goals. This is supported by a number of initiatives to look after the wellbeing of our employees whilst allowing employees to work flexibility and maintain a positive work life balance.

We offer an attractive benefits package to include :-

* Hybrid working
* Smart Working Policy
* Medical health plan
* Career progression
* Coaching
* Cycle to Work
* Electric Car Scheme
* Enhanced maternity and paternity pay

For more information, please see our services page on our website at [www.ardent-management.com](http://www.ardent-management.com)

Interested? Get in touch!

Should you be interested in hearing more about the position or wish to send your cv in to [people@ardent-management.com](mailto:people@ardent-management.com) or contact Stuart Thomas [stuartthomas@ardent-management.com](mailto:stuartthomas@ardent-management.com)