Human Made Senior Engineer Profile Requirements

Job Title: Senior Web Engineer

Reports to: Engineering Manager

Discipline: Engineering

Primary Focus: Dependent on allocation and project needs

Strategic Responsibility: No

Line Management Responsibility: No

Job Overview

As a Senior Freelance Web Engineer, you should have a comprehensive understanding of modern web development, with an emphasis on PHP and modern JavaScript in a WordPress context.

A comprehensive understanding of the components and technologies related to WordPress is crucial to this role.

We want freelance engineers to become part of our team. They will work alongside our engineers, participate in all project meetings, and speak directly with clients. We'd like you to participate in our peer code review process, both receiving feedback and giving feedback to others. Your broad experience in WordPress development may mean you have strong preferences for technical decisions. It's both your responsibility to voice concerns about technical decisions being made, but also have the distance and maturity to accept decisions made by the team and/or project technical lead, and commit yourself to build solutions in the agreed upon way.

We expect all team members and external contractors to follow our behaviour framework.

Responsibilities

- Planning and implementing features

- Refactoring code and carrying out bug fixes

- Working with other developers on your team and your project manager

- Understanding standardised technical processes that work for everyone, not just personal preference

- Delivering work on time and according to specifications

- Regular communication with both your team and the rest of the company

- Ability to prioritise tasks and to communicate issues to your team

- Communicate effectively with the team if you are struggling or need guidance on assigned tasks

- Interact with clients in a professional and respectful way

- Take ownership at a project level for not only your own work, but work that interacts or impacts your own

- Assisting other developers on your team when asked for assistance

- Architect projects and complex subsystems

- Assess the pros and cons of different approaches to software architecture, even when there is limited information

- Carry out bug fixes and debugging not only in your own work, but others on your projects; no bug should be too obscure!

- Take an active role in improving tooling, code, and communication whether directly on a current project or assisting others on their projects.

- Remain informed on development best practices within the industry

- Proactively address technical issues as they arise

- Consistently be pushing for performance and security considerations and improvements

- Provide useful architectural input and feedback for whole systems, drawing on knowledge of CS fundamentals, other programming paradigms or frameworks

- Work with clients and their expectations, navigating the relationship and taking ownership of client satisfaction

- Write technical documentation for project architecture and decisions

Requirements

- In-depth understanding of engineering with JavaScript and PHP

- Good understanding of WordPress including building plugins and themes following modern best practices.

- Historical knowledge of the WordPress project; familiarity with various APIs such as customizer or media modal

- Has experience working with the block editor to build custom blocks.

- Ability to debug your own code and that of others

- Experience in using debugging tools

- Experience in using build tools such as Webpack.

- Strong understanding of HTML5 & CSS

- Experience working collaboratively (branching, reviewing, and merging) in versioning technologies such as Git

- Solid understanding of MySQL and the considerations of database-driven applications

- Knowledge of interacting with RESTful APIs

- Ability to set up local development environments including Docker.

- Strong written communication skills

- Ability to manage your workload and juggle multiple tasks

- In-depth understanding of performance considerations

- In-depth understanding of security considerations

- Ability to architect complex subsystems

Communication Skills

- Upper Intermediate use of English (we use the [British Council's level B2 as a guide](#)):

  - Understand the main ideas of complex text on both concrete and abstract topics, including technical discussions in their field of specialisation

  - Interact with a degree of fluency and spontaneity that makes regular interaction with native speakers possible without strain for either party

  - Produce clear, detailed text on a wide range of subjects and explain a viewpoint on a topical issue giving the advantages and disadvantages of various options.

Behavioural framework and communication expectations

- [Communication guidelines](#)

- [Human Made Behaviour framework](#)

- [Agency Valued behaviours](#)

Remote work toolset

We use a standard set of tools to work remotely across timezones and cultures effectively. Experience using the tools mentioned below will be a bonus: Communication and collaboration – remote work toolset:

- Slack – primary communication tool for team and client collaboration

- Jira – issue tracking and project management

- Github – version control and development collaboration

- Zoom – video conferencing

- Google Suite – collaboration and documentation sharing

Human Made Engineering Guidelines

- Engineering process – read about the way we approach technical architecture, development and deployments, and how we utilise the agile practice delivering work for clients.

- Development standards – we expect all engineers working on Human Made projects to strictly follow the coding standards we have outlined in our handbook

- Delivering within an agile framework