

## JOB DESCRIPTION

### Senior Full Stack Developer

Responsible to:	Systems Architect
Direct Reports:	None
Salary:	£50,000 to £60,000 plus benefits

#### TNP Overview

TNP supplies independent consultancy allowing large organisations to design, build and operate their own networks and security solutions, supported by the expertise that TNP has to offer.

A large proportion of TNP's customer-base is public sector, currently offering services to Local Authorities, Health, Educations and Police/Blue Light services, including provision of Wide Area Networks, Local Area Networks, Wireless LAN and Security. Underpinning this, TNP operates its own carrier class ISP network providing high speed Internet access across the UK.

We want to make sure we have the best people for the job and provide genuinely equal opportunities for our people to thrive.

Our recruitment process is designed with inclusion and equity at its core, and we encourage all our employees to work to deliver TNP's mission which is to be:

***"The trusted long-term partner to public sector, delivering excellent outcomes in connectivity and security"***

Underpinning this are TNP core values that encourage and support staff to work within a behavioural framework of:

***People First, All in it Together***

***Never Stop Evolving***

***Do the Right Thing Always***

***Take Action Be Accountable***

#### Role Overview

You'll be joining a small, technically driven systems team where everyone writes code in some form — whether that's application development, network automation, or infrastructure scripting. We run our own private virtualisation platform using Linux/KVM and Ceph, hosting hundreds of virtual machines across data centres in London, Manchester and Lancaster. Our stack is built extensively on open source components, and we aren't afraid to get under the hood — extending and deeply integrating the tools we use, writing custom code where needed, and contributing improvements back to the projects we depend on. Despite our size, we operate with the rigour you'd expect from a larger engineering team: extensive observability through Prometheus and Loki, infrastructure as code with Puppet, and containerised deployments using Docker.

Your focus will be developing and maintaining a portfolio of applications supporting all areas of our business — primarily internal web applications and customer-facing web portals. Our core platform is built on PHP/Symfony, but our wider ecosystem includes Python, Go, Java, Ruby and Perl. You don't need to be proficient in all of these, but you should be comfortable picking up new languages and tools as the need arises. You'll be expected to take ownership of features end-to-end, mentor fellow developers through code review, and help shape our technical standards.

You should have a track record of writing clean, maintainable code while being pragmatic enough to choose the right solution for the context. You should be comfortable operating without extensive formal requirements, capable of gathering and refining requirements through collaborative discussions, and confident challenging assumptions where needed.

### **Main Duties**

- Full stack web development primarily using PHP/Symfony, with exposure to other languages across our wider ecosystem including Python and Go.
- Writing of robust, secure, maintainable code following established patterns
- Soliciting requirements through discussions with internal stakeholders
- Responding to development related support tickets – troubleshoot, debug and fixing problems
- Conduct and participate in code reviews, championing code quality, consistency, and adherence to best practices across the team
- Writing automated tests to ensure correctness
- Designing and developing effective APIs
- Writing technical documentation
- Informal ad-hoc training to colleagues on use of software as required
- Supporting the wider business with software development expertise
- Proactively researching and proposing improvements to our tooling, dependencies, and development practices
- Maintaining accurate and timely records of issues, progress, and resolutions in the team's issue tracking system
- Mentoring fellow developers on coding best practices, design patterns, and professional development.
- Keeping abreast of developments in web development
- Such other duties appropriate to the grade as may be directed by the Board of TNP or by its nominated representatives.

### **Special Conditions**

- Enhanced Disclosure and Barring Service (DBS) is a condition of initial appointment.
- Non-Police Personnel Vetting (NPPV3) clearance to be achieved within probationary period.

### **Person Specification**

Criteria	Essential / Desirable	Application form / Interview
Strong experience with PHP and the Symfony framework	Essential	Application form / Interview
Proficiency with frontend languages (HTML, CSS, JavaScript)	Essential	Application form / Interview
Willingness and ability to work across multiple languages as needed	Desirable	Application form / Interview
Knowledge of web security and performance best practices	Essential	Application form / Interview
Experience with version control, especially git	Essential	Application form / Interview

Strong understanding of relational databases and SQL	Essential	Application form / Interview
Experience conducting Test Driven Development (TDD)	Essential	Application form / Interview
Familiarity with AI-assisted development tools	Desirable	Application form / Interview
Demonstrated experience conducting thorough code reviews and mentoring fellow developers	Essential	Application form / Interview
Good time management and ability to work autonomously	Essential	Application form / Interview
Ability to work without formalised requirements specifications	Essential	Application form / Interview

Excellent communication skills (both written and verbal)	Essential	Application form / Interview
Great attention to detail.	Essential	Application form / Interview