

# Software Developer Recruitment Pack

An Aareal Bank Group company

[www.aareon.com](http://www.aareon.com)



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## CONTACT INFORMATION

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[www.aareon.co.uk](http://www.aareon.co.uk)

# Welcome

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## Recruiting for Software Developer

Thank you for your initial interest in Aareon UK.

We deliver Housing Management and Digital Solutions helping social housing providers transform their business processes, reduce costs and improve customer service. We are part of Aareon AG, the leading European provider of systems and consulting services for the property industry.

In its 60 years of corporate history, Aareon AG continuously set new standards when it comes to controlling complex business processes. Customers can rely on our extensive know-how, sophisticated applications and intensive support by specialists with many years of market experience. All this culminates in secure solutions that lead the way, are tailored to the requirements of our respective markets and help customers reach their goals. Aareon AG offers expertise in the areas of consulting, software and services for the optimisation of IT-based business processes in the digital age.

Currently, we support more than 2,800 customers with over 10-million housing units. A wholly owned subsidiary of the Aareal Bank Group, Aareon has its head office in Mainz, Germany, and operates a total of 28 locations. International subsidiaries are located in the UK, France, the Netherlands, Norway and Sweden, with more than a third of Aareon's 1,300 employees working outside Germany. In addition to central, country-specific ERP systems, Aareon offers digital solutions for all processes in the property industry, including CRM solutions, document management systems, mobile applications, Internet-based service portals and much more.

In the UK, we are over 120-employees with offices in Coventry, Southampton and Swansea. Due to UK growth, we have a new vacancy in our Development Team for an Software Developer. We have an established and experienced team and there are great opportunities for you to progress your career. If you are searching for an opportunity where you can have a voice, add real value and help drive and deliver great service then we'd like to hear from you.

Best regards

Mike

# Snapshot

## Aareon UK

Aareon are the leading European Housing IT Provider, with over 10 million units of housing stock managed on our software throughout Europe. Our position as a profitable, growing and innovative organisation enables us to set the standard for business processes in the housing sector both today and in the future. We deliver tailored enterprise-wide solutions for our clients.

As social housing in the UK becomes more complex it requires more sophisticated IT systems; comprehensive, scalable and as versatile as the tasks that our clients have to deal with.

Whether Aareon implements an enterprise-wide solution or optimise and customise a number of individual modules to complement our clients existing applications, each Aareon solution encompasses years of know-how, the experience of more than 130 implementation projects and over 50 years of social housing expertise.

**3**  
Offices

**125+**  
Staff

**£13m**  
Revenue

**130+**  
Customers

### AAREON SMART WORLD COMPRISING:

- **Aareon QL - the market-leading integrated ERP solution**
  - QL housing management
  - QL CRM
  - QL asset management
  - QL financials
  - QL personnel & payroll
- **Aareon 1st Touch Mobile - enterprise mobile working solution**
- **Aareon 1st Touch Self-Service Apps**
- **Aareon 360**
  - Customer Portal (CRM)
  - Employee Portal (ERM)
  - Contractor Portal (SRM)
  - Building Management Portal (BRM)

# Role Description

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## Software Developer – Office based, Swansea SA1 2JA

We are searching for an additional team member for our very busy ERP Development Team. This is a newly created role and takes our team to 18 people and is based at our Swansea office, with some possible travel to our other UK offices.

The development team is split into 3 sub-teams. Finance; Rent Accounting/Waiting Lists and Repairs/Housing General.

As a Windows forms software developer you will be working alongside the existing developers, test analysts, managers and stakeholders to ensure the delivery of high quality software.



# Key Responsibilities

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## Software Developer – Office based, Swansea SA1 2JA

1	To write software code in the specified language which fulfils the requirements of the program specification.
2	To write software code to the current Aareon UK Ltd standards as defined in the programming standards documentation.
3	To test software to ensure that the program meets the programming standards and fulfils the function requirements.
4	To provide 3rd line support to the helpdesk.
5	To report to the relevant team leader/development manager on matters concerning the functionality of the required program.
6	To attend development progress meetings.
7	To ensure that all software errors and enhancements are recorded in the defined manner.
8	To conform to Aareon UK Ltd conventions of file compilation and storage as defined in the development standards documentation.
9	To attend technical meetings where required.
10	To comply with the quality standards at all times.
11	To contribute ideas, through your reporting structure, to improve the product or the efficiency of working practices.
12	To maintain a high level of professionalism and customer satisfaction in all contacts with customers.

# Skills & Pre-requisites

## Personal Skills

1	Commercial experience beneficial, but not essential.
2	Must be a quick learner.
3	Must have the ability to work well individually and as part of a team.
4	The ability to think logically with excellent attention to detail and problem solving skills.
5	The ability to plan, prioritise and manage workload, delivering results within sprint deadlines

## Technical Skills

1	Sound understanding and experience of VB .NET – would consider a candidate with a good understanding of C# .NET and was willing/able to switch to VB .NET
2	Good T-SQL skills
3	Experience of Visual studio
4	Microsoft Office products

## Desirable Skills

1	Knowledge/use of Team Foundation Server
2	Knowledge/use of agile methodologies
3	Knowledge/use of web APIs
4	Experience of interfacing with 3 <sup>rd</sup> party products

# Competencies

## Software Developer – Junior

Professional	Team	Management	Communication	Customer
The ability to deal with interactions logically and independently by using acquired knowledge and skills. The ability to solve and/or anticipate possible problems. Be open to developing and maintaining your knowledge and skill set in order to deliver a professional service.	The ability to understand team goals and to have the motivation to achieve them. The willingness and ability to integrate with internal and external teams. Considers the needs of colleagues and supports them in order to help them achieve their best. Shares and transfers skills and knowledge within own team and the business in order to assist in reaching overall goals	The ability to plan, organise and prioritise workload in order to work in line with your goals, team goals, company goals and group goals making sure they always line up with the flight plan. Being able to lead, empower and delegate where necessary and take responsibility for actions and outcomes. Understand the required results and be flexible and multi-orientated in order to achieve them.	The ability to listen, talk, understand and convince. Listen means being open to wishes and positions of others and stepping aside when needed. Talk means being focused and clear in the way you communicate and always check your understanding of the situation. Understand means knowing your audience and what method would be best to use in order to communicate with them. Convince means that the solution presented is accepted and carried out by customers and colleagues.	Listen to, understand and manage the customer’s goals and expectations in order to help them achieve their desired outcome. Constantly strive to improve the customers' situation. Follow up with the customer in order to promote satisfaction and offer further assistance if needed. Build and maintain strong customer relationships with a focus to giving them an excellent customer experience.
Required: Level 2	Required: Level 1	Required: Level 1	Required: Level 1	Required: Level 1
<ul style="list-style-type: none"> <li>✓ Has required knowledge to perform the job</li> <li>✓ Requires guidance for more complex problems</li> <li>✓ Seeks ways to continue knowledge and skill development</li> </ul>	<ul style="list-style-type: none"> <li>✓ Accepts information relating to the task at hand, uses it and forwards it on request</li> <li>✓ Integrates him/herself well into existing team(s) and exchanges experiences with other team members</li> </ul>	<ul style="list-style-type: none"> <li>✓ Knows and understands his/her range of duties</li> <li>✓ Manages workload effectively</li> </ul>	<ul style="list-style-type: none"> <li>✓ Records information correctly and expresses themselves clearly</li> <li>✓ Asks questions when something is unclear</li> <li>✓ Makes constructive contributions to discussions</li> </ul>	<ul style="list-style-type: none"> <li>✓ Knows and looks into customer’s situation</li> <li>✓ Reaches out to appropriate colleagues if needed to understand customer’s situation</li> <li>✓ Is occasionally contacted by the customer</li> </ul>

# Package & Benefits

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Software Developer – Office based, Swansea SA1 2JA

<b>Salary:</b>	<b>£22K-£28K</b>
<b>Reports to:</b>	<b>QL Software Operation Manager</b>
<b>Benefits:</b>	<ul style="list-style-type: none"><li>- Pension (5% employer)</li><li>- Life Insurance x 4</li><li>- 2 x Health Schemes</li><li>- 25 days Holiday (plus Bank Holidays)</li><li>- Perkbox Employee Engagement Platform</li><li>- Enjoy Benefits Salary Sacrifice Schemes</li></ul>

**Any offer of employment is subject to successful references.**

# Interview Process

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Software Developer – Office based, Swansea SA1 2JA

<b>Stage 1</b>	<b>30-minute telephone interview with Michael Llewelyn, QL Software Operations Manager and Development Team Lead</b>
<b>Stage 2</b>	<b>Formal face-to-face interview at our Swansea office with Michael Llewelyn, Development Team Lead &amp; Genni Davey-Smith, HR Manager.</b>

*Feedback will be provided after each interview stage.*