



Software Developer – Full Stack

Recruitment Pack

A Company of Aareal Bank Group

www.aareon.co.uk



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CONTACT INFORMATION

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Welcome

Recruiting for Software Developer – Full Stack

Thank you for your initial interest in Aareon UK.

Who are Aareon? We deliver Housing Management and Digital Solutions to social housing providers, helping them to support their tenants, improving customer satisfaction by reducing costs and making business processes more efficient. Our sole focus on UK Social Housing for over 50 years means we understand the challenges our customers face and our experience and expertise enables us to work with our customers on creating a comprehensive transformation plan and by approaching the project together we are able to deliver the solution and create value that enable them to meet their organisations objectives. We put our customers tenants at the heart of everything we do.

We are part of Aareon AG, the leading European provider of systems and consulting services for the property industry. In over 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 sector experience. All this culminates in secure solutions that lead the way, are customised 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 1,400 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 vacancies in our QL NG Project Team for a Full Stack 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
Adrian Taylor

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 optimises and customises 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

120+

Staff

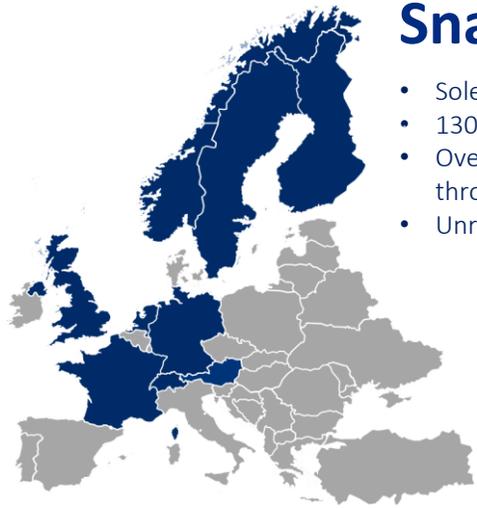
£13m

Revenue

130+

Customers

Snapshot of Aareon's Strategic Business Objectives & Customer Journey



- Sole Focus on Housing
- 130+ Customers in the UK
- Over 10m units managed on Aareon software throughout Europe
- Unrivalled European Investment and Expertise



- Empower Tenants to Self-Serve 24/7 via their Preferred Channel
- Optimise Processes and Increase Efficiency to improve multi-discipline delivery
- Enable Realignment of Resources to Support your Vulnerable tenants
- Deliver best in class data integrity and functionality for Asset Management
- Support Automation of Health & Safety Compliance & Regulatory Returns



Aareon

- Expert industry knowledge working with you to redefine and optimise your processes
- Partnership approach to de-risk implementation and deliver rapid operational value
- Agile workshops allow iterative & dynamic customer-led workshops

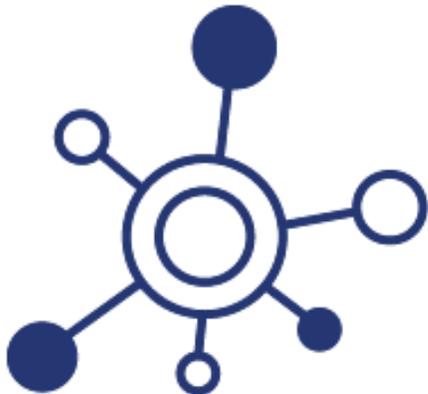


“By reducing the cost of serving customer transactions, we have more money to invest in our existing homes and services.”

Tom Battersby, Head of IT, CURO



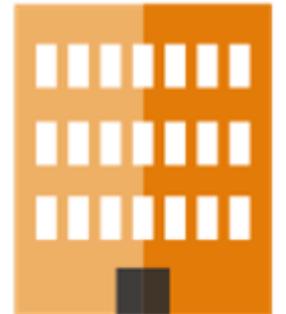
- Digital eco-system and open platform technology
- Community and tenant Whole Life Cycle solutions
- Data Led innovation for rent collection and arrears
- Strategic guidance to driving the digital ready agenda
- Re-define property management and support communities through IOT



- Optimise current solutions and build new capability aligned to your strategic plan
- Help you build and agile digital roadmap with milestone planning
- Proving strategic and operational value to support businesses cases



- Re-imagining tenant engagement to support ‘digital communities’
- Digital solutions that support independent living
- Embed data insights and analytics via intelligent dashboards
- AI & BI to automate and re-engineer processes, delivering value for money
- Predictive Maintenance and Smart Buildings



Our Values and what we stand for...

We are a people business!

We create value for our customers and their tenants.

We are Aareon...

- **We Are Open** – We can voice our opinion and say how we feel; we are open-minded; curious and imaginative
- **We Are Trustworthy** – We trust each other with what we say and what we do. It's okay for us to make mistakes; we keep learning and improving
- **We Are Honest** – We believe in honesty; there is one version of the truth; we appreciate integrity in ourselves and others; we are fair and sincere in all our dealings
- **We Are Communicators** – We speak clearly and simply; we make sure we are understood in order to get things done; differing opinions are valuable to us and we respect each others input



One Aareon



Customer First



Create Value



We Care



Deliver on time



Take Ownership

Role Description

Software Developer (Full Stack) – Home Based

We are searching for enthusiastic and forward thinking individuals to join our QL NG Project. This is a home based role since the recent Covid-19 pandemic has allowed us to offer effective home-working for our software development team.

The QL NG Project is a dedicated team to build the next generation of our housing management system. It is being rebuilt from the ground up using the latest technology to deliver the leading web based solution for housing providers in the UK market. The project team consists of 21 members who are primarily based in Swansea, an additional team based in Slovakia and remote working contractors. The team is organised with the Project Lead, Software Developers, Test Analysts and Business Analysts.

We are seeking experienced full stack software developers who are fully proficient in C# and web development including Angular. Experience in .NET core is essential, along with Angular (6+) and TypeScript. You will be familiar working in an Agile process together with other stakeholders to deliver high quality software according to our software development standards and procedures. As part of this role you will be expected to mentor other team members, give direction in feature teams and show initiative on the project.



Key Responsibilities

Software Developer (Full Stack) – Home Based

1	Responsible for designing and architecting parts of the system in accordance with the company's standards and procedures.
2	Develop and support the system in accordance with the company's standards and procedures.
3	Ensure the quality of software in accordance with the company's standards and procedures.
4	Communicate effectively with all stakeholders in the project.
5	Ensure development deadlines are met in line with business requirements.
6	Continuously maintain and improve your own technical and product knowledge whilst assisting in improving the team's technical and product knowledge.
7	To act as a lead of feature teams within the agile project with responsibilities to: lead the scrum ceremonies (stand-up, sprint review and retrospective); work with the product owner to understand project milestones and plan work from the backlog to meet them; conduct sprint planning exercises.

Skills & Pre-requisites

Personal Skills

1	Minimum 5 years experience in software development covering the skills required.
2	The ability to plan, prioritise and manage workload, delivering results within sprint deadlines.
3	Excellent written and verbal communication skills with the ability to communicate with technical and non-technical people.
4	To work with a multi-disciplined team including software developers, test analysts and business analysts.
5	Focussed and can consistently produce high-quality work.
6	Be able to lead an agile team, mentor and develop team members and use your initiative and experience to support project progress.

Desirable Skills

1	Experience of third party components – particularly DevExpress.
2	Experience of working with remotely-located teams.
3	Fully aware of securing modern web applications to reduce their vulnerability to exploits or hacking.
4	Any experience of UX/UI design and producing quality wireframes.
5	Any formal Scrum or Agile training.
6	Experience of authentication systems such as Identity Server.

Technical Skills

1	Excellent skills in the .Net framework, including .Net core, ASP.Net, Entity Framework and developing API's based on REST principles.
2	Excellent web development skills in HTML5 and CSS3 (in particular SASS), Angular 6+ and NgRx.
3	Excellent experience in JavaScript languages, especially TypeScript.
4	Experience of Application Lifecycle Management tools (such as Azure DevOps), or other applications to manage projects and requirements.
5	Experience of configuring CI/CD pipelines and managing releases to distinct environments.
6	Experience of writing SQL statements, including stored procedures, views and optimising performance.
7	A good appreciation of web design principles for building SPA's and being able to apply that knowledge to produce modern web.
8	Experience of writing comprehensive unit tests.

Competencies

Software Developer – Mid-Level

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 on giving them an excellent customer experience.
Required: Level 3	Required: Level 2	Required: Level 2	Required: Level 2	Required: Level 2
<ul style="list-style-type: none"> ✓ Has advanced knowledge to perform the job and anticipates possible problems ✓ Needs no guidance in any interactions or problem solving ✓ Regularly takes time to improve their knowledge and skill development ✓ Takes part in the transfer of know-how 	<ul style="list-style-type: none"> ✓ Procures information necessary for the fulfilment of tasks and passes it on to others without being asked ✓ Can be integrated into different teams and is in continuous exchange with the respective team members ✓ Actively approaches others in order to reach common goals 	<ul style="list-style-type: none"> ✓ Takes the initiative and assumes responsibility for projects ✓ Knows and understands the core processes of their working environment ✓ Understands where their goals fit into the company and to the overall group flight plan 	<ul style="list-style-type: none"> ✓ Uses different ways of communication appropriately ✓ Listens to audience and takes their opinions into consideration in a respectful and constructive way ✓ Able to express his/her position convincingly ✓ Able to provide appropriate feedback 	<ul style="list-style-type: none"> ✓ Looks into, understands and improves the customer's situation ✓ Is generally accepted as a point of contact

Package & Benefits

Software Developer (Full Stack) – Home Based

Salary:	£42-£45K dependent on experience
Contract:	Permanent
Reports to:	R& D Manger
Benefits:	<ul style="list-style-type: none">- Pension (5% employer)- Life Insurance x 4- 2 x Health Schemes- 25 days Holiday (plus Bank Holidays)- Perkbox Employee Engagement Platform- Enjoy Benefits Salary Sacrifice Schemes- Flexible working environment- EAP- Employee Assistance Programme- Enhanced Paternity and Maternity- Buy and Sell Holiday Scheme- Volunteer Programme

Any offer of employment is subject to successful references.

Interview Process

Software Developer (Full Stack) – Home Based

Stage 1	30 min informal telephone interview with Adrian Taylor, R&D Manager
Stage 2	Video Interview (MS Teams) with , Adrian Taylor, R&D Manager and Genevieve Davey-Smith, Head of HR
Stage 3	30 min informal video interview (MS Teams) with Adrian Taylor, R&D Manager and Rob Griffiths, Managing Director

Feedback will be provided after each interview stage.



“Coming together is a beginning. Keeping together is progress. Working together is success.”

Henry Ford