

# Front end web developer

## What's the purpose of the role?

This role is about much more than HTML.

For your colleagues in the websites team, it's about bringing designs to life and creating a beautiful interface for clever back-end code.

For your colleagues in the campaigns team, it's about building a fast website that's a delight to use so it converts well and the campaigns deliver results.

For your clients, your work helps them to dominate their sector, so they can build great businesses, great careers and great lives.

### To express interest:

**Call** 01772 591100

**Email** [careers@bespokedigital.agency](mailto:careers@bespokedigital.agency)

## Agency values

### 1 Record-breaking results™

Our purpose is record-breaking results every year for our clients.

### 2 Right first time™

We take a "measure-twice, cut-once" approach and check our work before sharing.

### 3 Trust & honesty™

We take on clients and colleagues who are honest and straightforward.

## Common questions...

### What does the agency do?

Online-lead generation for service and manufacturing businesses in NW & London.

### How many clients are there?

At any one time there are normally 15-20 clients active with projects or retainers.

### How big is the team?

The core team is normally 10-12 strong, supported by 3-4 contractors.

### Where are we based?

Our offices and workshop spaces are at the new Strawberry Fields Digital Hub in Chorley.

### Can we work from home?

Yes, there is flexibility to work from home part of the week if you'd like to.

### What are the hours?

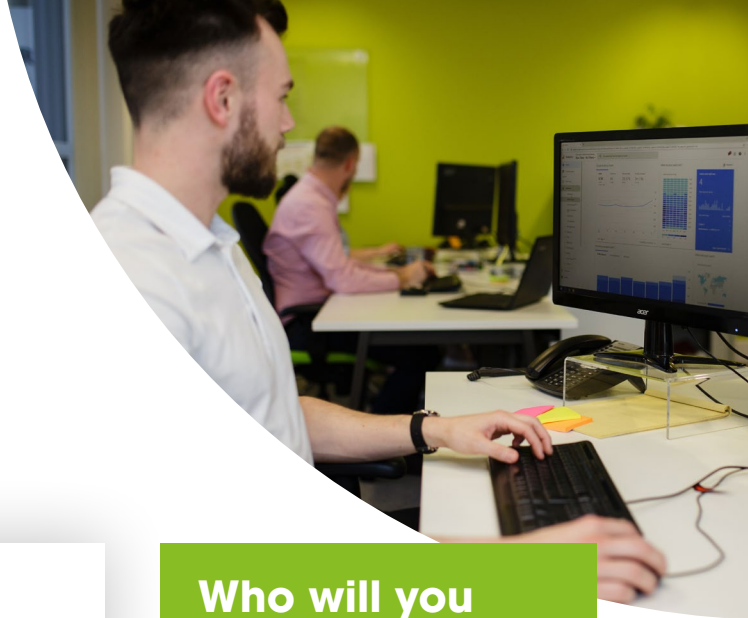
They are flexible around some core hours, we are more interested in outcomes than hours.

**Bespoke**

**Making sense of digital.**

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## Job spec

### Your goals

- Great feedback from clients
- Great feedback from colleagues
- On-time & on-budget projects

### Common day-to-day activities

- Bringing designs to life as brand new websites
- Maintaining and upgrading existing sites
- Presenting completed work to clients
- Supporting clients via our support desk (rota)
- Making UX and site speed recommendations

### Some technologies you'll use

- Laravel (our choice for all new builds)
- SASS/SCSS & Tailwind
- JQuery and vanilla JavaScript
- Git, Gulp, and more

### Some secrets of success

- A good eye for detail
- Organised, methodical and thorough
- Listening carefully

### Some things you'll enjoy

- Going beyond turning a flat mockup into HTML
- Making websites fast and a pleasure to use
- Great feedback and respect from clients

## Who will you work alongside?

### Senior team

You'll take ownership as a project moves from workshops & mockups into build. You'll then present work back internally when it's ready for review.

### Websites team

As part of the websites team, you'll build close and productive relationships with your team mates. You'll be liaising with them on amendments, projects, and support on a daily basis.

### Campaigns team

Websites normally need ongoing marketing or optimisation which is done by the campaigns team, so you'll get to know them well.

### Clients

You'll get to know our clients very well. You'll be the face of the agency for them, and in time, a trusted advisor.

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## Person spec

### Your experience

- Front end development experience
- Page speed optimisation experience
- Team environment experience

### Your skills & attributes

- Time & task management
- Clear & concise communication
- Understanding of UX / usability
- Understanding of web accessibility

### Your qualifications

- Ideally web development related
- Experience and qualities are more important
- A good set of work examples is essential

### Personal qualities

- Attention to detail
- Pride in your work
- Keeps things simple
- Good listener
- Good communicator

### Useful but not essential

- Ability to design new pages and new features
- Experience with back end PHP development

## 3-year path

A new role starts with familiarisation first, then a path towards mastery.

### 0-6 months

Familiarisation and alignment. You're learning right through this phase and we understand that.

### 6-12 months

You're starting to understand the nuances of your role and have some personal successes under your belt now.

### Year 2

People often start to fly in year 2. It's different for everyone, but you've great understanding now, have good rapport with colleagues and clients and can progress well if you want to.

### Year 3+

There's a level of mastery and opportunities to grow earnings or seniority can open up. All the learning done in year 1 is really paying off now.

# Working at Bespoke



## Flexible hours

Choose times around core hours

## WFH or office

Choose location around core days

## 32-days holiday

Rising to 36-days with length of service

## Learning budget

Personal budget for books & courses

## Quarterly reviews

Agree your own work goals

## Learning workshops

Twice monthly in-house workshops

## 3-year career plan

Understand how to grow your career

## Brand new offices

At Strawberry Fields Digital Hub

## Investors in People

Accredited employer

## What's it like to work at Bespoke?

### What's the focus day-to-day?

The agency exists to generate leads for clients so that is always the main focus.

### What's unique about the culture?

We're quite structured, well-established, thoughtful and reflective. We like the idea of getting 1% better every day.

### What's the office atmosphere like?

It's normally quite relaxed and peaceful, everybody is friendly and approachable.

### What sort of person fits in well?

People who really care about impressing their clients do well. Thoughtful, active listeners who want to learn also do well.

### What is expected in the early months?

Plenty of listening and learning - it's years 2 and 3 people normally start to really fly.

### What happens when I want to leave?

If you speak to us about it we'll help you find the best possible next role for you.

# Bespoke

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