# Senior Web Developer

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| **Responsible to** | **Web Team Lead** |
| **Location** | **National Tennis Centre, 100 Priory Lane, Roehampton, London, SW15 5JQ (with the requirement to work from the office a minimum of three days per week, including Mondays).** |
| **Salary** | **£59,500 - £61,500 per annum depending on experience** |

## About the Role

The LTA's vision is 'Tennis Opened Up', and our mission is to transform communities through tennis, focusing on three areas – making tennis welcoming, enjoyable and inspiring to everyone.

The Senior Web Developer will play a key role in the development, support and maintenance of the LTA's digital platform, which includes the LTA's existing website, mobile applications and associated web services. The digital estate encompasses a high-traffic public website, member-facing portals, competition and tournament management tools, coaching and education platforms, and a suite of internal applications — supporting millions of visits annually and serving players, coaches, officials, and venues across British tennis. The site is built on Optimizely (EPiServer) CMS running on ASP.NET MVC / .NET Framework, hosted on Microsoft Azure, and integrates with a wide range of external systems including MuleSoft APIs, Salesforce, ClubSpark, and payment services.

The Senior Web Developer will work closely with the Web Team Lead and the wider product team to ensure that the company's online requirements are met. As part of the role, the post-holder will be leading web development projects through the full development lifecycle, including contributing to an upcoming migration to Optimizely CMS 12 and .NET 6+.

The role requires a passion for development and the capability to realise ideas in ways that inspire the team and the organisation, working within a group of bright, passionate developers keen to explore modern web technologies. The Senior Web Developer liaises with others to provide solutions that are performant and push the limits of what is achievable technologically.

The successful candidate will have a minimum of 5 years' professional experience in the essential technologies listed below; you will be expected to take responsibility immediately and be comfortable working within a busy, driven and rewarding environment.

## Our Support to You

When applying for our roles, you will be asked as part of our application process if you require any adjustments or support during the recruitment process. Adjustments could include extra time for assessments, interview questions in advance, alternative formats for materials or wheelchair access. Any information you provide will be treated in confidence and only used to make sure you have the best possible experience with us.

## Key Accountabilities

**Design & Development**

- Develop high-quality, standards-compliant code for desktop, tablet and mobile devices.
- Write code for the back-end layers of the core application to satisfy the technical and functional requirements of all assigned projects.
- Support the Web Team Lead in introducing improved development processes and practices to increase the Web Team's efficiency and scalability.
- Analyse business requirements, and estimate effort required to design, develop and implement solutions.
- Assist the Technical support team, where necessary, as a third line support resource.
- Research new APIs, tools and techniques to further the LTA's technological knowledge and expertise.
- Research new, more efficient and effective ways of developing, including evaluating alternative development platforms, frameworks and tooling that could benefit the LTA's digital estate.
- Support the development and execution of the product cycle of assigned projects, ensuring best practice.
- Produce relevant documentation on all new code, functionality, and any code changes.
- Be an integral part of the web team and assist in the development of web projects as directed by the project team.
- Active participation in Sprint Review and Sprint Retrospective.
- Communicate progress on allocated tasks to the Web Team Lead, Scrum Master and Project Manager.
- Test all code changes across all supported browsers and platforms, ensuring that they are fit for purpose.
- Attend daily stand-ups to collaborate with colleagues.
- Must be confident to work and liaise with external developers to discuss the technical aspects of the system as required.
- Update and monitor team user stories ensuring they are updated and their status is accurate according to relevant guidelines.
- Ensuring best practice system design principles.
- Identify areas for improvement and implement changes to improve code quality and maintainability.
- Implement monitoring and alerting systems to ensure that issues are identified and resolved quickly.
- Monitor system performance and identify potential issues before they become critical.
- Ensure that the business is alerted to any issues that arise, and that appropriate action is taken to resolve them.

## Person Specification

*Previous Experience of:*

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| Minimum 5+ years' demonstrable commercial experience of web development using essential technologies. | *Essential* |
| Ability to write test scripts and unit test code to a high standard. | *Essential* |
| Ability to create and carry out concise but thorough tests. | *Essential* |
| Strong organisation skills with the ability to balance competing priorities and manage workload against time constraints. | *Essential* |
| Self-sufficient and proactive, able to manage own tasks through to conclusion, seeking guidance where necessary. | *Essential* |
| Working in an agile environment, comfortable operating within sprints and contributing to sprint ceremonies. | *Essential* |
| Ability to learn and support new systems and applications. | *Essential* |
| Ability to work well with users and other team members, with good interpersonal skills and a focus on excellent customer service. | *Essential* |

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| A professional and mature approach to the working environment, comfortable working with different teams across the business. | *Essential* |
| Experience using Azure DevOps to implement effective source control, branch management, and build and release procedures. | *Essential* |
| Excellent verbal and technical writing skills, with the ability to clearly explain technical issues and concepts to non-technical stakeholders across the business. | *Essential* |
| Astute problem-solving skills, demonstrating the ability to investigate web issues down to their root causes, and provide suitable solutions. | *Essential* |
| Confident working and liaising with external development teams and third-party suppliers to discuss technical aspects of the system. | *Essential* |
| Experience documenting functionality, technical decisions, and development processes to a professional standard. | *Essential* |
| Ability to support the Web Team Lead in shaping technical strategy and contributing to the technical roadmap. | *Essential* |

*Knowledge, Training & Qualifications:*

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| Git and Azure DevOps source control | *Essential* |
| .NET Framework / C# — ASP.NET MVC 5 | *Essential* |
| ASP.NET Web API | *Essential* |
| Entity Framework | *Essential* |
| SQL Server | *Essential* |
| Razor views (.cshtml) | *Essential* |
| Optimizely (EPiServer) CMS development experience (CMS 11 or above) | *Essential* |
| Azure Web Apps, Azure SQL Database, Azure Blob Storage | *Essential* |
| Azure DevOps Pipelines (CI/CD) | *Essential* |
| REST API integration (e.g. MuleSoft, Salesforce) | *Essential* |
| Application Insights — monitoring, alerting and diagnostics | *Essential* |
| Web application security — OWASP awareness, OAuth2 / JWT | *Essential* |
| NuGet package management, including private feeds | *Essential* |
| Visual Studio | *Essential* |
| HTML / HTML5 | *Essential* |
| CSS | *Essential* |
| JavaScript / TypeScript | *Essential* |
| MVC | *Essential* |
| Experience in the configuration and administration of IIS in a test and production environment | *Desirable* |
| Payment gateway integration (e.g. Stripe, custom SOAP-based gateways) | *Desirable* |
| Azure Key Vault and secrets management | *Desirable* |
| Raygun or equivalent error-tracking service | *Desirable* |
| Optimizely CMS 12 development or migration experience (.NET 6+) | *Desirable* |
| EPiServer Find / Optimizely Search | *Desirable* |
| SEO best practices | *Desirable* |
| Web accessibility and standards | *Desirable* |

## Personal Attributes (Our Values)

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| ***Inclusion*** | • I make people feel welcome.<br>• I recognise the power of our differences.<br>• I create a safe environment. |
| ***Teamwork*** | • A collaborative colleague capable of working in partnership with a wide range of stakeholders to enable talented young players to thrive.<br>• An excellent listener who understands the perspectives of coaches, parents, and players. |
| ***Integrity*** | • Sets high personal standards of professionalism and performance.<br>• Acts with fairness and transparency, seeking advice and collaboration when managing challenging situations. |
| ***Passion*** | • Highly motivated to create fun, positive, and excellent environments for young players to develop.<br>• An inspiring presence capable of engaging children, coaches, and parents alike. |
| ***Excellence*** | • Committed to continuous personal improvement and professional learning.<br>• Seeks to raise standards of delivery, coaching practice, and player experiences across the 10U network. |

## Life at the LTA

The LTA, through its vision 'Tennis Opened Up', is committed to creating an inclusive environment where all colleagues feel included and a strong sense of belonging. We particularly welcome applications from people from ethnically diverse communities, deaf and disabled people, members of the LGBTQ+ community and people with lived experience of the UK's many and varied communities.

Read some of our colleague testimonials below and find out more about our LTA benefits here

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*"As a new mum, I've appreciated the LTA's newly enhanced benefits, which have supported me during maternity leave and in my return to work. In total, I have been with the LTA for four years and love the diversity of my role."*

*"Everyone's respected in terms of the culture, ethnicity, and the background, so you don't feel inequal in any capacity. I remember how supportive my team had been during Ramadan, being fully understanding of its requirements and flexible with my work schedule."*

*"As a new starter at the LTA, my experience has been overwhelmingly positive. Being a tennis fan, I was excited to join the organisation, and from day one, I've been impressed by everyone's dedication to our mission of 'Tennis Opened Up', as well as promoting diversity, inclusion, and sustainability."*

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