

Development Lead

Aberdeen / Edinburgh / Glasgow | £DOE

Do you have a passion for developing cutting-edge websites and apps? Want to lead a high-performing team and help deliver our exciting growth plans?

About Aspect

We're strategic communication experts. Our talented core team and global network of experienced associates and partners provide tailored advice, creative solutions and targeted campaigns that propel our clients onwards and upwards to future success. We've all held senior in-house communication roles, so we see things from our clients' perspective. We don't just come up with great ideas and strategies, we roll up our sleeves and deliver.

We're a passionate and professional team who thrive in complex, issue-rich environments. We work with clients to take an idea from concept through to complete product development – in short, we make their products 'smart' and turn their digital ambition into a reality.

The role

As Development Lead, you'll drive the delivery of exceptional websites and applications, working with clients and the Aspect team to turn requirements into clear scopes of work and specifications.

You'll use your front and back-end expertise to develop cutting-edge solutions to bring projects to life and embrace and implement new technologies.

You'll own our end-to-end development processes, develop new ways of working, and implement programmes to drive innovation, improve efficiency, and deliver to high standards.

You'll have direct responsibility for developing and managing a high-performing development team, effectively putting the right resource in place, providing clear direction, and setting objectives to deliver excellent results.

You'll foster collaboration between designers, developers, and associates to bring together the required people and skills to deliver innovative work that sets us apart from the competition.

Liaising closely with the Digital Director and Digital Strategy Lead, you'll ensure projects have accurate budgets, timelines, and resource to see projects through to successful completion.

Key responsibilities

- Manage, lead, and build technical development resource, providing guidance, coaching, and feedback to ensure high performance
- Work closely with clients and the Aspect team to analyse business requirements and briefs to produce accurate scopes, specifications, budgets, and schedules
- Lead and own the overall development and deployment of innovative and accessible web builds using modern systems, frameworks, and libraries.
- Accountable for development within agreed timelines, creating sprints and effectively allocating resource and responsibilities to achieve successful delivery
- Provide direction and guidance to developers, designers, and others to ensure requirements are met
- Design, maintain, and promote standards that encourage best practices, code quality, and maintainability
- Maintain high standards by undertaking thorough quality assurance and testing
- Share valuable and constructive feedback with the development team to facilitate continuous improvement
- Develop new development processes, workflows, and ways of working to improve efficiency
- Participate in the growth of the team, supporting and sharing knowledge with others, identifying gaps in capability or resource, and supporting on hiring decisions

Your experience and character

- At least 5 years working in a senior development role in an agency or consultancy environment is an advantage
- Experience delivering end-to-end digital solutions, from scoping and specification through to successful build, test, and release
- Proven experience as a well-rounded developer, demonstrating expertise in modern front and back-end technologies
- Solid understanding of back-end systems, technologies, and content management platforms such as Craft, WordPress, Silverstripe, PHP, MySQL, Node.js

- Experience with technologies, frameworks, and libraries such as React, Angular, Vue.js, Tailwind is a plus
- Solid understanding of version control systems (e.g. Git), agile development methodologies, and deployment processes
- Familiarity with server-side architecture and cloud-based systems (e.g. AWS)
- Strong interpersonal skills with the ability to build trust and develop relationships with both clients and colleagues
- Effective communicator to both technical and non-technical audiences
- Excellent critical-thinking and problem-solving skills
- Strong attention to detail

What we offer

- 29 days' holiday each year
- Your birthday off
- Christmas party
- £500 recruitment incentive
- Internal & external training
- Professional qualifications
- Mentorship programme
- Appraisal programme
- iPhone, MacBook, Thunderbolt Display
- Enhanced maternity, paternity and adoption pay
- Additional days' holiday for each year's service ^
- Cycle to Work scheme
- 4pm Friday finishes Jun, Jul, and Aug
- 4pm Friday finishes on payday Sept to May
- Half day in December for Christmas shopping
- Full day for charity activity each year

^ Up to a maximum of five years

Application Process

To apply for this role, please send your CV to joinus@weareaspect.com

Following an initial introduction meeting, we anticipate the interview process will comprise two stages: an exercise to assess competency and experience specific to the role, followed by a formal interview with the senior leadership team at our Aberdeen HQ.