

Full Stack Software Engineer - Job Description

Job Title: Full Stack Software Engineer

Reports to: Chief Technology Officer (CTO)

Purpose of the Role

To contribute to the development, maintenance, and improvement of MyNewTerm's applications across both front-end and back-end systems. The role supports the delivery of new features, enhancements, and optimisations that improve performance, usability, and reliability for schools, trusts, and candidates.

The role sits within the engineering team and works closely with the Senior Software Engineer, Product Owner, and Software Tester.

Key Responsibilities

The duties of the Full Stack Software Engineer include:

- Work collaboratively with the development team to design and implement software solutions.
- Develop client-side and server-side functionality across the full stack.
- Build responsive and intuitive front-end interfaces.
- Develop and maintain well-structured backend services and APIs.
- Contribute to database design and management across relational and NoSQL systems.
- Write clean, maintainable, testable code following established standards.
- Test software to ensure performance, reliability, and responsiveness.
- Troubleshoot and debug issues across the stack and deliver fixes.
- Follow secure-by-default practices to support data protection requirements.

- Contribute to mobile responsive design and cross-platform compatibility.
- Produce and maintain technical documentation where required.
- Collaborate with colleagues across product, engineering, and testing to ensure high-quality delivery.
- Participate in code reviews and contribute to continuous improvement across engineering practices.

Full Stack Software Engineer - Person Specification

Essential Requirements

- Experience developing modern web applications across the full stack.
- Experience working with modern web application frameworks and development tooling.
- Strong knowledge of front-end languages and libraries (e.g., HTML5, CSS3/SASS, JavaScript, ReactJS).
- Knowledge of at least one back-end language or framework (e.g., PHP, Node.js, Python).
- Familiarity with relational and/or NoSQL databases (e.g., Postgres).
- Understanding of responsive UI/UX design principles.
- Experience working with version control (Git).
- Ability to work confidently across Windows and Linux environments.
- Excellent communication and teamwork skills.
- Strong attention to detail.
- Good organisational skills and the ability to manage workload effectively.
- Analytical thinking and effective problem-solving ability.

Desirable Requirements

- Experience working with React Native or mobile development frameworks.
- Exposure to SaaS applications or similar product environments.
- Understanding of secure coding practices, performance optimisation, or CI/CD workflows.
- Experience within the education sector.
- A degree in Computer Science or a related discipline, or equivalent practical experience.
- Exposure to CI/CD workflows and automated testing practices.