

Hellas Direct Recruitment Request Form

Team: Technology (Application Development)

Role Title: Senior Java Application Developer

Positions Available: Two

Salary: very competitive depending on location, skill level and experience

Role Context

Hellas Direct (HD) is a well-funded insurance start-up that is replicating the direct-to-consumer motor insurance model in Greece.

Having analysed and evaluated 65 off-the-shelf software systems and outsourcers, HD decided that the best systems procurement strategy was to develop its own systems in-house.

HD already has an excellent in-house development team and the system has already been up and running (with all the basics that were needed to launch a direct-to-consumer on-line motor insurance sales website) since the 6th August 2012. However there is still several man years' worth of development to be done to complete all required features of the system (including all the "back office" functionality).

HD desires to accelerate the development of the additional functionality, hence it is hiring additional team members.

Role Detail

The new team members will join the existing development team and will work closely with the senior application architect and other java developers to refine the end-to-end system architecture, design and develop additional core frameworks, enhance existing functionality and to design and develop the additional required functionality.

Some of the activities that will need to be performed and/or managed include (but not limited to):

- Architectural design;
- Framework high-level and detail-design;
- Framework development and unit-testing;
- Core functionality high-level and detail-design;
- Core functionality development and unit-testing;
- Undertaking of code and design reviews;

- Participation in requirements and code design reviews;
- And, potentially (depending on the successful applicant's skills, experience and aptitude):
 - mentoring of 1 or 2 junior developers;
 - Interacting with business analysts and other (functional) stakeholders;
 - Helping with the deployment of development and test environments;
 - Helping with the definition and refinement of HD's development methodology and procedures.

Person Specification

Education and Work Experience

- At a minimum an excellent (2:1 or higher) undergraduate degree. A technical BEng/BSc/BA degree in a Computing or Engineering based discipline is preferred but not required if substantial experience in the activities described in Role Detail above can be demonstrated;
- A minimum of 3 years of hands-on experience in Application Development;
- A minimum of 2 years' experience in web Application design and development;
- A minimum of 2 years' experience of Java and Java related Technologies (preferably Java 5 or 6);
- A minimum of 2 years' experience in database development (i.e. data modeling, SQL, accessing databases from Java).

Essential skills and hands-on experience

- Self-starter, with demonstrable ability to take initiative and work without detailed guidance;
- Structured problem-solving and analysis;
- Excellent interpersonal skills including the ability to identify and challenge assumptions intelligently and critically without causing offence;
- Strong interest in and deep knowledge and understanding of IT;
- J2EE programming and design, both web based (JSP, Servlet and Tag Libraries);
- Object Oriented programming and design;
- Web Application Server technologies (preferably one of the major ones such as Tomcat or Jetty);
- Familiarity with structured design and development methodologies;
- SQL (data modeling and data manipulation);
- Web frameworks (e.g., Struts, Spring MVC);
- System Modeling with UML;
- XML and XSL;
- HTML and JavaScript (including AJAX);
- Unix (preferably Linux);
- Knowledge of Microsoft office applications.

Desired (but not required) skills and hands-on experience

- CSS;
- Agile / Test Driven Development / Continuous Integration;
- People management experience;
- Experience with creating and managing medium size project plans (50 to several hundred tasks);
- Operational experience with large-scale relational databases (preferably using MySQL as the DBMS);
- Some knowledge of networking technologies and operational experience with non-trivial LAN & WAN connectivity;
- Some knowledge of and experience with “Network Operations Center” applications (such as HP Openview Operations Center, BMC Performance Manager, Microsoft Operations Manager, Microsoft System Centre Operations Manager, or similar);
- Specific technologies:
 - Eclipse IDE;
 - PostgreSQL;
 - Apache 2.x;
 - Tomcat 7;
 - Spring framework, Spring MVC;
 - Hibernate;
 - Subversion;
 - Maven.

Other Considerations

As this is very much a “start-up environment”, it provides an opportunity for successful applicants to be more directly involved in the general shaping and direction of the company, to pick up some useful general business skills and to potentially interact with stakeholders directly.

HD uses a “distributed agile” development process with an excellent set of tools to support this process. The process has been proven to work extremely well (51 successful releases so far with 99.95% system availability) and has been fine-tuned extensively over the last 2.5 years.

HD is task-oriented and what matters is meeting, to the extent possible, (agile) development plans. Therefore there is great flexibility in working hours.