

**Company: Bratys Development**

**Position Title: Lead Developer**  
**Department: IT**  
**Reports To: Chief Technology Office**  
**Location: Bucharest**  
**HR Contact: Diona Schwab-Chesaru**

**Job Mission:**

Take on a Lead Developer role at Bratys Development (Videopolis), working specifically on development, implementation and testing of TVtrip International sites and its modules.

Deliver technical solutions on multiple projects covering a diverse range of developments. Effectively manage delivery against timelines at times under pressure. Working closely with PM's and other internal customers. Able to deal with ambiguity and proactive problem management. Can effectively communicate at all levels of the organization both oral and written. Has a passion for technology and demonstrates this in an innovative manner.

**Key Areas Of Responsibility:**

- To coordinate a development team and accomplish work as required for TVtrip sites, including site wide modules.
- Assist in the architecture, design and implementation of solutions for the smooth running of our sites. Daily product maintenance.
- Take and act on usability feedback.
- Keep track of feature changes and reflect on individual POS.
- Effective communication and good team, project management of allocated tasks.
- To implement use of admin (proprietary content management tool), including building content templates, and database maintenance.
- Work with 3rd parties for site integration, for example to integrate XML feeds into the site.
- To be involved with the release process assisting with development where necessary.
- Ensuring robust / efficient code treatment throughout the TVtrip products.
- To be involved in with the testing of all existing or new products.
- To ensure and enforce Scrum and Agile development methodologies.

**Requirements / Qualifications:**

**Essential:**

- Basic software engineering skills.
- min 5 years relevant experience.
- Proficient in web technologies (HTML, XHTML, PHP, XML, CSS, JavaScript) on Java platforms (Tomcat / Linux) and Flash / Flex technologies.
- able to code from scratch and not rely on Frameworks etc.
- Basic database knowledge (MySQL)
- Eye for details.
- Use of efficient algorithms.
- Awareness of basic usability rules/ best practices.
- General web skills (web servers, Apache).
- Technically aware (cross device programming, new technologies etc).
- UI design knowledge.

**Desirable:**

- Some Corporate Testing experience or web programming knowledge.
- Multi-lingual development.
- Producing stable multi software.
- Knowledge of photo or video editing solutions (eg Photoshop, Premiere).

**Critical Competencies:**

- **Customer Focus:** Customer relates to external customers, agencies, third party vendors, etc for externally focused roles (e.g marketing), or internal business areas for support roles (e.g., finance, HR, development) or a mixture of the two.
- **Problem Solving:** Takes the initiative to identify current and potential problems and determines the best solution to these.
- **Technical Competence:** Uses technical/job knowledge and experience, incorporating functional skills and broad based business knowledge, to meet and exceed job requirements/customer expectations.
- **Goal Setting / Short Term Planning:** Achieves results by firm prioritization, setting realistic goals, analysis and decision making.
- **Management:** Ensure communication throughout the team, organize and planify tasks, ensure delivery schedule to be held and quality control of deliverables.

**Applicable Competencies:**

- **Managing complexity:** Is able to work effectively in a highly complex, diverse, changing environment. Adapts well to and is energized by change whilst maintaining focus on key business goals and personal objectives.
- **Relationship building:** Builds effective relationships through positive communication, honesty and trust.
- **Innovation:** Innovates to improve current working practices and processes.
- **Individual and Leader.**
- **Personal Effectiveness:** Produces outstanding results both professionally and personally by being proactive and committed.