



# iCrossing

Candidate information

Senior Backend Engineer





# Welcome

Welcome to iCrossing! We really appreciate your interest in this role and wish you the very best of luck with your application! Should you be invited to interview, if there is anything that we can do to support you in making it a success, please get in touch, and we'll help in any way we can.

A member of the People Team will be in touch with you afterwards to see how it went and get your feedback, as well as update you on next steps. If you have any feedback about your experience during your application journey, or interview we'd love to hear from you. Please email [ukhr.team@icrossing.co.uk](mailto:ukhr.team@icrossing.co.uk).





# About iCrossing

We combine the capability of a digital transformation consultancy with the activation expertise of an agency. We help businesses unlock the power of digital, through creativity, content, data, media and technology, to deliver real step change.

We're committed to nurturing a culture where you can grow and excel, just as our clients do, while enjoying a balance that flexes with your life. The company perks are top drawer – from Enhanced Parental Leave to Charity Days. And everything we do is underpinned by values that help us attract people we love working with: those who are Ambitious, Brave and Collaborative.







# The role

We are looking for a Senior Backend Engineer - PHP Developer to join iCrossing as part of our Product & Technology team. The successful candidate will use their engineering expertise to drive the evolution, optimisation, and extension of the client's long-term complex and high-traffic web applications in the fitness and leisure industry.

This will include reviewing, refactoring or rearchitecting existing features, diagnosing and resolving reported issues, and contributing to the scoping of new features designed to extend the user experience and support our client's business objectives.

Working with our Engineering Director, the Senior Backend Engineer will work closely with JavaScript/Typescript engineers, software testers and product management roles to ensure timely deliver to the correct engineering standards. As such, the candidate will be asked to contribute on the definition of scope, time estimates and architectural decision-making.

This is a hybrid role, The role is intended to be primarily focused on a particular key client account and be based in our Cardiff office two to three days per week.

## ABOUT THE ROLE

The day-to-day of this role includes the following:

- Diagnosing and resolving reported issues in the Laravel web application which is currently supporting the customer-facing digital experience, backend integrations with third party services and data migration / transformation.
- Taking ownership of a product, feature or task and seeing it through from conception to production; often architecting solutions to complex problems.
- Reviewing, refactoring and rearchitecting areas of the functionality that will remain in the Laravel web application or be extended there.
- Collaborating with colleagues on the de-coupling and migration of functionality over time into modern technology stacks, such as Node (gaining exposure to JavaScript/Typescript in the process).
- Using excellent oral and written communication, confidently explaining technical concepts to fellow engineers, less-technical colleagues, and clients.
- Contributing to the management of the client's AWS infrastructure (supported by our dedicated SysOps partner) and our Kubernetes/CI/CD workflow.
- Being an ambassador of iCrossing UK and its values.

## ABOUT YOU

We're looking for someone who has:

- Confident in building and evolving PHP web applications using the Laravel framework.
- Experience in the architecture of technical solutions to solve complex problems, conceiving suites of APIs and integrating with a range of external web services.



- Experience conceiving, scoping, and delivering performant data transformation, storage, and retrieval solutions (MySQL).
- Demonstrable experience in designing scalable solutions within large applications.
- Exposure to AWS tools, CI/CD methods and modern best practices of deploying software for scalable infrastructure.
- Exposure to the management and handling of queues of jobs and processes.
- Interest in gaining exposure to Node or alternative modern technology frameworks and languages over time.
- Excellent communication skills (written and verbal)



# Your application

At iCrossing we celebrate individuality and difference, and this applies to our recruitment process too. Therefore, how you show us that you meet the criteria for the role, why you want to work for us and who you are, is up to you. Whether it's through a CV, video or slide deck for example, we will consider your application.

All applications – in any format you choose – should be sent to [ukhr.team@icrossing.co.uk](mailto:ukhr.team@icrossing.co.uk)

If you use assistive technology and need a version of this document in a more accessible format, please email [ukhr.team@icrossing.co.uk](mailto:ukhr.team@icrossing.co.uk), telling us what format you require the document in and what assistive technology you are using.

An audio/visual version is also available on request.

# Diversity

At iCrossing we're dedicated to harnessing our culture of belonging and evolving to always be a better version of ourselves. Currently those from an ethnic minority background are under-represented at iCrossing and we are keen to broaden our socio-economic diversity. We therefore encourage applications from Black, Asian, ethnic minority and all socio-economic backgrounds.

iCrossing is proud to be a Disability Confident Employer. All disabled applicants who meet the minimum requirements of the job as set out in the job description and person specification will be guaranteed an interview if requesting to be considered under this scheme. If there's anything we can do to make our interview process or working environment more inclusive and to meet your needs, please let us know.



## Diversity Data

We track equal opportunity data to make our recruitment and selection processes as inclusive as possible and encourage all applicants to complete this short survey.

It is entirely voluntary, but the information we collect here is very useful to us, as it helps us to ensure we are inclusive in our recruitment practices and are attracting diverse talent.

We have asked for your name to enable us to monitor applications at shortlisting and appointment as well as application stage. All information will be treated in confidence by the People Team and will not be seen by staff directly involved in the appointment.

The questionnaire will be detached from your application form, stored separately, and used only to provide statistics for monitoring purposes. All applicants will be treated the same whether you provide this information or choose not to.

<https://www.surveymonkey.co.uk/r/Y3WX666>





# Benefits. Made Simple

## CONTRACTUAL BENEFITS

### Holiday Allowance

25 days increasing 1 day per year up to 29 with the option to buy holiday

### Pension

Up to 6% matched (from first full month)

### Life Assurance

3x salary

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## ADDITIONAL BENEFITS

### Flex10

Core hours 9.30am – 4pm  
+ 10 flexible hours

annual health checks

### Together time

2 hours, 3 times a year to spend with your nearest and dearest

### Birthday lie-in

Start 1.5 hours late on your birthday

### Study days

5 study days per year

### Charity days

5 volunteer days per year

### Employee assistance programme

Free, confidential advice

### Wellbeing allowance

Up to £25 per month (net)

### Digicare+ app

Wellbeing app from Aviva with access to GP appointments, virtual nutritionist appointments, second medical opinions,

### Cycle to work scheme

Save on tax and NI when buying a bike

### BUPA

After 5 years' service

### Unpaid sabbatical

1-month unpaid leave after 3 years' service and up to 3 months' unpaid leave after 5 years' service

### Paid sabbatical

After 10 years service 4 weeks paid leave or £1,500 (gross)

### Enhanced parental pay

Enhanced maternity/paternity/shared parental and adoption pay

### Workplace nursery scheme

Tax-free childcare for children up to 5 years old

### Referral fee

£1,000 (gross) for successful employee referrals



## **Income protection**

75% of your salary for up to 5 years



## **Season ticket loan**

Interest-free loan

## **Bonusly**

Peer-to-peer employee recognition scheme

## **Enjoy mobile**

Purchase new mobiles (Apple, Samsung or Sony) and pay back over 12-24 months interest free (gross)

## **Enjoy tech**

Purchase big tech items and pay back over 12-24 months interest free (gross)



# Our locations



## Brighton

Moore House  
13 Black Lion Street  
Brighton  
BN1 1ND



## London

30 Panton Street  
London  
SW1Y 4AJ



## Cardiff

Tramshed  
Pendyris Street  
Cardiff  
CF11 6BH

## Virtual

If your interview is taking place virtually, please ensure that you have the relevant software downloaded and tested before your interview. If you have any concerns and issues, please contact our People Team who will be able to help: [jobs@icrossing.co.uk](mailto:jobs@icrossing.co.uk).