

## Internship Programme

### Junior Developer

**Start date:** Summer 2022

**Salary:** Competitive

**Type:** full-time

We have opportunities for ambitious and inquisitive problem solvers to join our established Internship Programme.

We have operated our internship programme for 15 years and it fuels our resourcing strategy. You will be guaranteed hands-on experience at developing our company Intellectual Property alongside our accomplished Development Team. You will contribute to building toolsets that assist and enable our consultants to be leaders in the field of Cloud Cost, Scalability and Performance, as a key player in a growing team.

#### What do Capacitas Developers do?

Every day, our developers work collaboratively together, in an Agile/Kanban style. We work closely with our consultants – understanding their needs and challenges and driving exciting solutions – to develop toolsets that allow consultants to complete their tasks on their projects for well-recognised clients, in a quick & efficient manner.

Typically, the types of toolset we develop are:

- Test Analysis platform
- Risk Register & Insights central repositories
- Live data analytics using Machine Learning
- Automation tools

To help deliver the right solution for our consultants, and to keep our toolset code to a high standard, our developers typically get involved in the following activities:

- Product Planning sessions, to discuss implementation of work items with the team and interested stakeholders
- Daily stand-ups to discuss progress on work items
- Agile Workshops to collaboratively produce solutions
- Regular code reviews, to ensure our high quality of code is maintained
- Weekly Feedback Sessions, to showcase features and seek feedback from important stakeholders & end users

In addition, we encourage all developers to contribute across the organisation including:

- Researching and promoting technical insights
- Improving and governing internal processes and tools
- Growing and maturing our client portfolio

#### What skills and behaviours are important?

- Love writing code to solve complex problems
- Ability to work on your initiative, and equal ability to work collaboratively as part of a team

- Enjoy delivering value to users by making their lives easier
- Solid communication across all media
- A “people person”, who enjoys building relationships with others

### What qualifications are important?

For the strongest application, you should be:

- In your penultimate year of study at university
- Studying an information or communication technology related degree
- Have a prospect of gaining a 2:1 or higher with a strong academic record
- Have a minimum of 112 UCAS points or equivalent

### What's in it for you?

Our benefits package includes:

- Profit sharing bonus pool
- 25 day annual leave
- Flexible and remote working arrangements inc. arrangements for caring for dependents
- A commitment to healthy work/life balance with support from qualified mental health first aiders as required
- Engaged career development process with dedicated career coaches and regular feedback process
- Free office fruit, snacks and refreshments (Kit Kat Chunky White Chocolate is a firm favourite)
- 4pm Friday Office Drinks
- Employee of the month awards and other competitions
- Social events inc. Christmas and Summer parties as well as additional ad-hoc events

In addition to our benefits package, you can expect:

- A pro-active approach to achieving a sustainable work-life balance. We take action to make sure that you are performing at your best
- Promotion, training and development opportunities based on you and your performance; you will have a career coach working with you to help you reach your personal goals
- Open door policy with management; we break down barriers for our clients and we do the same for our staff
- A collaborative, inclusive and energising culture; we put a strong emphasis on bringing all of our staff together to share, work and play!

### Location

We encourage our staff to work from wherever they feel comfortable, however, all staff must be able to easily commute to London and surrounding areas, in order to meet colleagues and clients to build internal and external relationships as required.

### Application process

Please submit your application through <http://www.capacitas.co.uk/application-form>, indicating 'Junior Developer Intern' as the position applied for. Applications will be dealt with on a first come, first served basis. Capacitas reserves the right to close this vacancy if a high number of applications are received. If you are interested in this role, please submit your application as soon as possible.