WILTON BRADLEY

JOB DESCRIPTION

LEAD DEVELOPER

About Us

With years of experience in importing and distributing products from all corners of the globe, particularly the vibrant markets of the Far East and China, we've honed our expertise. Our brands cover everything from surf and skate to water sports, outdoor play, and toys, catering to diverse interests. While we specialize in providing affordable options, our commitment to cutting-edge design, quality, and value for money sets us apart. Behind every product is our dedicated in-house design and development team, constantly dreaming up fresh and innovative ideas. We believe that evolving our brands and products is key to our ongoing success. Our clientele includes independent retailers, wholesalers, buying groups, major chain stores, and an ever-expanding network of international distributors. Join us as we continue to spread the joy of leisure across the globe.

Job Role

We are seeking an experienced Lead Developer to guide our team, drive best practices, and shape the future of our technology. This position reports to the Technical Director.

As a senior member of the Development Team, you will oversee projects from concept to delivery, ensuring they are well-scoped, thoroughly tested and delivered on time. Working closely with the Principal Engineer you'll help define our technical roadmap and long-term vision. You'll promote a culture of collaboration, innovation and continuous improvement, supporting other developers to reach their potential through mentorship and guidance.

Our Stack

Our primary language is PHP with Laravel as the main framework for application development. Alongside PHP we also use Javascript, Python and other languages, depending on the use case. Core business solutions include NetSuite for ERP, Shopify for e-commerce and Peoplevox for warehouse management, all of which are integrated to streamline operations and drive efficiency.

As the business continues to grow, you'll play a key role in helping us to evaluate new technologies and practices, ensuring our stack remains robust, secure, and future proof.

What You'll Be Doing

- Lead by example, promoting clean, maintainable code, effective testing, and modern development practices.
- Mentor, coach and support developers, helping them grow their technical and professional skills.
- Scope, plan and review projects to ensure deliverables are high-quality and on-time.
- Partner with the Principal Engineer to define technical architecture and long-term strategy.
- Collaborate with stakeholders across departments to design solutions and optimise processes through technology.
- Promote a culture of openness, collaboration, and continuous improvement across the team.
- Adhere to stated policies and procedures relating to Health & Safety and Quality Management
- Other tasks deemed by the Company to be necessary for the successful completion of the role.

What We're Looking For

- Excellent communication skills and the ability to collaborate effectively with technical and non-technical stakeholders across teams.
- Strong hands-on development experience with modern frameworks and tools including building and consuming APIs.
- A problem-solver who can balance technical vision with business priorities.
- Proven experience in scoping and reviewing and delivering complex projects.
- Demonstrated ability to mentor and lead other developers, encouraging ownership and accountability throughout a team.
- Bonus: experience with agile delivery, DevOps practices, or cloud platforms.

Benefits

The Wilton Bradley Group are a family-owned business committed to supporting our employees in both their professional and personal lives. We offer a range of benefits designed to enhance their well-being and work experience. Employees enjoy an exclusive discount of 40% off online products.

We also provide a competitive company pension with an annual salary exchange opportunity, sick pay, and enhanced maternity and paternity pay. With 33 days of annual holiday, our employees have ample time to recharge and spend with their loved ones. Additionally, we foster a vibrant workplace culture through annual company events and recognition such as long service awards. To promote health and sustainability, we offer a membership of the Healthshield cash back scheme, a Cycle-To-Work scheme after six months of service and provide free on-site parking. Our casual dress code encourages comfort and expression, while our comprehensive induction and training program ensures professional and personal development opportunities for all. Plus, employees can enjoy complimentary tea and coffee to fuel their day.

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For more information, please contact Marianne Clark, Human Resource Assistant:
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