

JOB DESCRIPTION

Job Title: Senior Software Applications Developer

Department: SCION R&D, Livingston

Reporting: R&D Programme Manager

THE BUSINESS

Techcomp Europe Group holds an exciting portfolio of rapidly growing technology businesses that operate globally. Our brands include Edinburgh Instruments, Scion, Froilabo, Precisa and Isotopx. As a result of our continued investment in R&D, based in our Headquarter office in Livingston, Scotland, Techcomp has an exciting product pipeline to add to its existing portfolio and create fantastic opportunities for global market development through our global network of businesses and sales channels.

SCION Instruments has headquarters in Livingston, Scotland and Goes, Netherlands. Scion Instruments designs, manufactures and markets GC, GC-MS, Headspace and HPLC systems along with a full range of accessories, consumables and support services. Scion Instruments also markets Compass CDS™ stand-alone and client-server chromatography data systems. The business continues to invest heavily in research and development of new instruments and market solutions and has truly remarkable growth expectations for the coming years.

SUMMARY

Reporting to the R&D Programme Manager, the Senior Software Applications Developer will guide the software development team in creating and maintaining scalable, high-performance software applications that meet the needs of the business, powering its Mass Spectroscopy analytical instrumentation. This role requires hands-on development skills, leadership and mentoring capabilities, a deep understanding of various software development methodologies and tools, and the responsibility for managing the technical roadmap and ensuring quality.

KEY RESPONSIBILITIES

- Lead and mentor a team of software developers, fostering a collaborative and high-performance environment.
- Participate in recruitment, training and performance evaluations of teams members.
- Delegate tasks effectively while maintaining accountability for project deliverables, using the Azure DevOps platform.
- Collaborate with project managers and other stakeholders to define application requirements and deliverables.
- Collaborate with project managers to provide estimations of time and resources requirements, to ensure delivery of functionality within project timeframes and scope.

SCION Instruments the Netherlands

Amundsenweg 22-24
4462 GP Goes,
The Netherlands
Phone +31 (0) 113 287 600
sales-eu@scioninstruments.com

UK

4 Michaelson Square
Livingston
EH54 7DP, Scotland, UK
Phone +44 1506 300 200
sales-eu@scioninstruments.com

- Collaborate with project managers to identify and mitigate potential risks in the development cycle.
- Architect, design and develop high-quality, scalable applications using C#, .NET framework and related technologies.
- Maintain and enhance existing applications.
- Write clean, maintainable, and efficient code in alignment with best practice and coding standards.
- Perform code reviews to ensure quality and adherence to standards.
- Ensure software applications are thoroughly tested and perform as expected across different environments.
- Provide leadership and technical guidance for resolution of complex technical issues and reported bugs.
- Provide technical guidance and recommendations on tools, frameworks, and technologies to optimize the software development processes.
- Stay updated on the latest industry trends, programming languages and tools, ensuring the team is equipped with the most effective technology.
- Contribute to the long-term strategy for software architecture and system integration.

REQUIRED EDUCATION / EXPERIENCE

- BSc or MSc in computer science or equivalent formal education (candidate without formal qualifications, or with relevant science/engineering degrees who can demonstrate relevant experience will also be considered).
- Proven experience of commercial or industrial software application product development to high quality standards, from gathering requirements and writing specifications to testing and debugging.
- Proven application development experience with C#, .NET frameworks and related technologies (i.e. WinForms, WPF), with C, C++, MFC, Delphi and/or Visual Basic experience desirable.
- Familiarity with database technologies such as SQL Server or Oracle.
- Proficient understanding of software development principles and best practices.
- Familiarity with Agile development methodologies.
- Experience of using Source Code Management tools (GIT preferable), planning and bug tracking tools (Azure Boards preferable) and Integrated Development Environments (Visual Studio preferable).
- Excellent problem-solving skills and attention to detail.
- Ability to work independently as well as in a collaborative team environment.
- Good communication and interpersonal skills.

REQUIRED COMPETENCIES

- **Judgement and Decision-Making:** Exercise sound judgment and focus on job goals; Establish priorities; React to unexpected situations; Take an analytical approach when considering options, seek input from others and reach decisions; Make difficult decisions when necessary.
- **Problem Solving:** Identify, resolve, and consult on problems in a timely manner; Gather and analyse information skilfully; Develop alternative solutions and prospects.
- **Dependability:** Punctual; Good attendance record; Work with minimal supervision and direction; Can be counted on to handle special duties; Follow-up on issues without prompting; Meet deadlines.
- **Planning and Organising:** Prioritise and plan work activities; React positively to pressure situations; Ensure information is organized and accessible.

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- **Initiative and Leadership:** Self-starter; Help others when needed; Flexible; Show desire to master job, take pride in work and seek continuous improvement; Actively tackle problems; Seek new opportunities; Strive to see projects to completion.
- **Strategic Thinking:** Develop strategies to achieve organisational goals; Understand organisation's strengths and weaknesses; Identify external threats and opportunities; Adapt strategy to changing conditions.
- **People Management:** Delegate work assignments; Give authority to work independently; Set expectations and monitor delegated activities; Provide regular performance feedback; Develop subordinates skills and encourage growth.
- **Communication & Collaboration:** Excellent verbal and written communication skills with all levels of internal business stakeholders and external customers and suppliers; ability to collaborate effectively with cross-functional teams, stakeholders, and external partners.
- **Quality:** Demonstrate accuracy and thoroughness; Delivers timely and accurate results; Tasks completed efficiently and within require timescale.
- **Analytical:** Use intuition and experience to complement data; Collects and researches large data; conducts appropriate test reviews and analyse and present findings and solutions
- **Teamwork:** Perform a variety of tasks independently while contributing to the team environment; Build positive team spirit; Put success of team above own interest.
- **Interpersonal Skills:** Support and encourage others; Give and receive constructive criticism; Negotiate; Listen to and value other's opinions; Convey ideas to a group; Maintain confidentiality.
- **Presentation Skills:** Able to present ideas and information accurately and in a clear and concise manner; Engage with the audience; Positive body language; Effective use of visual aids.

HEALTH & SAFETY

- Ensure you and others around you work in a safe manner and maintain safe workspace.
- Reporting any health and safety hazards or accidents to the QHSE Manager.

LIVE THE SCION INSTRUMENTS VALUES

- **Customer Focus:** We prioritize our customers' needs and strive to exceed their expectations through exceptional service, quality products, and comprehensive support.
- **Integrity and Trust:** We conduct our business with the highest standards of ethics, honesty, and transparency, fostering trust and long-term relationships with our customers, partners, and employees.
- **Innovation:** We foster a culture of continuous improvement and creativity, driving technological advancements that enhance our products and services, and contribute to the progress of the scientific community.
- **Respect:** We treat all individuals with dignity, fairness, and respect, valuing diversity and fostering an inclusive environment where everyone can contribute and thrive.
- **Passion:** We are passionate about our work and driven by a shared purpose to make a meaningful impact through our products and services, inspiring excellence and dedication in everything we do.

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WHY US?

This a great opportunity to join an established and growing global business. In return we offer excellent financial rewards and career development prospects. You will work 37.5 flexible working pattern, that allows an early finish on a Friday. After an initial qualifying period and subject to the Company's terms and conditions of employment, Scion Instruments offers a comprehensive range of benefits including performance-related bonus scheme, death in service, group income protection, private medical insurance, pension scheme, paid holidays, subsidised gym membership, cycle to work and employee discount scheme.

As an equal opportunities employer, Scion Instruments is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply.

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