Ghyston

Graduate
Software Developer

Hello, we are Ghyston.

We work with technically ambitious companies to help them meet their business goals.

Working across different sectors and with the latest technology, we deliver high-quality bespoke software projects.

Solving challenges is our thing; from increasing business efficiency to creating a better customer experience, we love getting to understand our clients to create the best solution.

We are on the lookout for graduates who want a career in software development. We want to hear from you if you can solve problems, think creatively, and pick up new technologies.

What we can offer you.

If you join us, you can look forward to working on various exciting and rewarding projects across different technologies and sectors.

Working in small teams, you could be coding a cutting edge mobile app, a digital transformation project, or a never-been-done-before web application. Whatever you're doing, we give you the freedom, trust and support to perform at your best. As a business, we are transparent and honest, we include all employees in important decisions, and we pride ourselves on having a happy and fun working environment.

We're very proud to be based in Bristol, consistently named the best city in the UK. It's vibrant, cultural, small enough to get to know properly, and very affordable compared to London! Lots of our employees love being able to cycle, climb, walk, canoe and run in the beautiful countryside right on the doorstep.

The benefits.

The salary for this role is £35,000, plus non-contributory 9% pension, bonus and many other benefits such as:

Friendly hard-working team

Mentoring and training

Fun social events

Exciting and varied technologies

Relaxed working environment

Varied career opportunities

What your first year with us will look like.

Our in-house training programme.

Developers typically join us in September alongside University graduates. To start, we will take you through our in-house training programme. This programme is unique and covers all the key technologies and project processes you need for future success.

From here, you will work within project teams; you might first work on an internal product, but you will very quickly be working as a junior team member on a customer-facing project.

From the start of your time with us, you will have input and support from developers and project managers.

A strong learning culture.

Every developer on the team has their code reviewed by another team member, as this is one of the key ways to improve your coding skills. We have a strong learning culture at Ghyston, and you will find plenty of learning opportunities, including internal sharing sessions, external training, and attending conferences.

If there are particular areas you would like to explore or improve, we will do our best to support you.

A variety of skills and roles throughout your career.

Over time, as you become more experienced as a developer, you might find that you most enjoy one particular role on a project. Our consultants, project managers, business analysts, and even some of our sales team started life as graduate developers (as did the company directors!), so we really can support you to take on a variety of skills and roles throughout your career.

Suppose you're pretty sure you'll always want to be doing some hands-on coding. In that case, that's also a typical career path, and you'll have plenty of support from our technical leads, who do just that, taking on the more challenging bits of technical work and making technical choices for new projects.

About you.

Team working.

We're looking for exceptionally bright, enthusiastic people who have decided on a career in software development.

Our developers need to solve problems, think creatively and pick up new technologies at the drop of a hat. They also need to communicate their ideas, work closely with their team, and be aware of and willing to work with their weaknesses.

We love it when our developers have unique ideas and skills to bring to the table, and we'll support you to grow and use these in the business wherever possible. When it comes to writing code, we look for aptitude and passion over practical experience and our interview tests reflect this.

Requirements.

•   Be in your final year of university, or looking for a new challenge

•   Have an interest in technology

•   Enjoy problem solving

•   Be a good communicator and team player

•   Have a little bit of humility and a willingness to learn

Celebrating diversity.

At Ghyston, we value diversity, and we make a concerted effort to judge each applicant on their strengths and the positive attributes they can bring to the company.

Our application process.

The application and interview process is straightforward and quick.

If you would like to join our team, please complete our online application form. There are three stages after this:

Stage 1. Online tests.

When you submit your application, we may invite you to do some online tests to assess your aptitude for coding. Don't worry if you do not have previous knowledge of coding. These are to test your potential, which we consider along with your application.

Stage 2. Initial interview.

We will ask you to work through some problems with one of our developers on a Zoom call, which will last no longer than 20 minutes. These will test your aptitude and problem-solving skills and require no previous knowledge of coding.

Stage 3. Final stage interviews.

If you are successful at the previous two stages, we will invite you to attend a more extended interview at our Bristol office. The interview will last up to 3 hours. You will get to work through some coding challenges with different members of our team.

You don't need to prepare for these exercises; you will be coding, but we have designed the activities to be accessible to people of all experience levels. We do have the option of virtual interviews over Zoom if you cannot attend a face-to-face interview for any reason.

We aim to get back to you within a few days and will never leave you waiting for more than a week.

FAQs.

How many people work at Ghyston?

We currently have around 40 staff members and aim to grow about 15% year on year.

What's an average day like for a developer?

There will be a morning standup with the rest of your team, where you talk about what you did yesterday, what you're working on today, and how it's all going. This gives the manager visibility of anything taking more or less time than expected, allows everyone to speak up if they know an easy solution to someone else's problem and makes sure that no one is stepping on anyone else's toes.

Then the bulk of the day will be working through whatever has been assigned to you, usually individually but sometimes paired with another developer. We break the tasks down into tickets which vary from about an hour's worth of work to a few days. When you finish working on a particular ticket, you'll put it up for code review, where one or two other developers on the team will look through your code to see if there's anything that we can improve. Code reviews help make sure that the work we're doing is of the best quality, and it's also a good learning experience to look at other people's work or find out how you can be improving your work. Once a ticket has passed code review, we merge it into the rest of the codebase, and you'll pick up a new ticket.

What kind of projects/customers/problems do the Ghyston team work on?

We work with a huge variety of customers and projects. It's not the type of business the customer runs; it's more about finding customers with a similar mindset and an ambition to improve things with technology. To give a flavour of the variety of projects: We've worked on critical manufacturing systems, applications for providing care, student accommodation bookings, and systems for tour buses.

What kind of programming languages do we use?

We don't limit ourselves – we pick the right technology for the problem! Many of our projects end up being either in the Java or .Net stacks but our team is inquisitive and always looking into new technologies and techniques to do the job better. Here is an excellent article on why we keep an open mind about the technologies we use.

What are the best things about working at Ghyston?

Everyone has different views on what they enjoy most about working at Ghyston, but some of the things that come up often are:

- **Learning every day**
  We have a culture built around continuous improvement, and that's one of the most energising and fun things about Ghyston. From on-the-job training to company-wide initiatives, we're always trying to do things better!

- **Great workspace**
  With views over Bristol and a large chillout area with a games room and a fully stocked kitchen, we aim to make the office feel comfortable and fun.

- **The busy social calendar**
  Morale events occur both inside and outside of working time and are funded events open to all staff. Things we have done in the past are events such as Theme Park trips, Go-Karting, cooking classes, paintballing, pole dancing classes, paddle-boarding, trampolining and much more!

What are we doing to improve our diversity?

Diversity in the tech sector is nowhere near where it should be. At Ghyston we are trying hard to help improve this through various initiatives:

- Our internal ED&I committee meets monthly to review the activities we have been doing and set targets for the future to help us continuously improve.

- We take on an intern each year through the West of England Black Interns Scheme.

- We are a signatory of the Bristol Women in Business Charter.

- We offer funded training programmes for employees in lower-paid and lower-skilled occupations to support them in progressing through the business.

- We are working with a wider range of universities, and taking into consideration the diversity of students through our recruitment process.

- We are working with coding academies that have students of all ages, from a wide spectrum of backgrounds.

What is Ghyston's approach to hybrid working?

Ghyston has a flexible approach to hybrid working. However, we expect employees to work from our central Bristol office for approximately half of their working week to help add to our fun and friendly in-person culture.

Can we provide a work permit for international interns?

All candidates are put through precisely the same recruitment process, whether they need a permit or not, and we treat every candidate equally. If the correct candidate comes along and they do well in the recruitment process, we would be more than happy to look into trying to get a work permit.

How soon do you let people know whether they've been successful?

We don't like to leave candidates waiting around, so we try and get back to people as soon as possible - usually within a few days, but this can sometimes take up to a week in busy periods. If you're concerned that you've not heard back, please get in touch.

Application checklist.

☐ **Do your research.**
Have a nosey around our site and find out some more about us. Be prepared to let us know what it is that made you want to apply.

☐ **Read the job description.**
Make sure you know exactly what it is that you are applying for, and tailor your application accordingly.

☐ **Gather your information.**
Gather all the information you need before you begin your application – it will make the process a lot easier!

☐ **Apply swiftly.**
We receive a lot of applications, and because we hire on an ongoing basis, spaces can fill up pretty quickly. The sooner you apply, the higher your chances are.

☐ **Don't leave gaps.**
We don't have any mandatory requirements on our application form, but the boxes are there for a reason, so try to fill them as it will strengthen your application.

☐ **Tell us about you.**
Our culture is important. It isn't all about grades and experience; it's about who our people are, what they are interested in, and how they will fit into the team harmoniously.

☐ **Contact us with questions.**
If you have any more questions please contact **recruit@ghyston.com**.

Good luck! We look forward to receiving your application.

Testimonial.

"**An inclusive environment was one of the top things I was looking for when thinking about where I wanted to work in future.**

I wanted to be at a company where I could feel comfortable and focus on improving my skills. I didn't want to have to expend energy trying to fit into an unwelcoming culture. Another key priority was finding a place where I would have access to well-planned training and ongoing support.

After chatting to staff at the Ghyston booth at a STEM careers fair, I felt quietly optimistic that I may have found a company that ticked all my boxes. A couple of months down the line, after interviewing with several helpful and patient developers as well as some other lovely members of staff, I was really happy to receive the internship offer I'd hoped for.

The internship itself lived up to expectations in practically every way. The structured training over the first couple of weeks was enjoyable and comprehensive. The small team project that followed was a great way of getting a first sense of real development without the added pressure of working for a paying client.

Weekly check-ins with a line manager were really reassuring at times, and gave me ample opportunity for reflection. Being on a real client project for the second half of the internship helped me decide that software development was what I wanted to do for a living. The learning curve was steep, but the support from the team was great, and I came away from the internship with hope that I might actually become quite a good developer if I persevere.

There was a whole range of personalities at Ghyston, but the common theme through all the staff was their intelligence and friendliness. Helping others was actively encouraged and rewarded, and this approach naturally created a very happy and positive environment. The lasting impression I have of Ghyston is that it is a place that brings out the best in everyone, professionally and personally."

Get in contact.

If want to find out more before making a decision to apply, then please do get in touch on recruit@ghyston.com.