



Job application pack

Trainee Developer

Welcome to the best company you haven't worked for (yet)

We deliver high-quality bespoke software projects for technically ambitious companies across various sectors.

We are on the lookout for creative problem solvers who enjoy new technologies.

Are you?

- Highly motivated and looking for a new challenge, or pursuing a degree in a STEM subject, preferably in your final year of university.
- Curious and passionate about solving challenging problems using technology.
- Able to communicate effectively and work well in a team environment.
- Open-minded and willing to learn.

Can you?

- Solve problems and think creatively
- Pick up new technologies easily
- Communicate ideas clearly
- Input unique ideas and skills into projects and the business
- Work within a small, supportive team
- Adapt to the strengths and weaknesses of your fellow team members (as they will do for you)

Yes? Congratulations, Ghyston is your kind of place!



What we offer

Our Consultants, Project Managers, and even our Company Directors started life as Trainee Developers.

As you progress in your role, we are fully dedicated to helping you acquire the necessary skills and roles to advance your career in the direction of your interests.

Here are some of the benefits you can look forward to when you join us:

Working

- Helping technically ambitious companies meet their business goals
- Becoming part of a small friendly team working on a variety of exciting projects
- Experience in a range of cutting-edge technologies and sectors
- The opportunity to code unique web and mobile applications
- Helping companies achieve ambitious digital transformations
- Freedom, trust and support to perform at your best
- Inclusion in important company decisions
- Involvement in a rewarding and relaxed working environment
- Career opportunities tailored to your interests and skills

Professional development opportunities

- Code review and discussions with another team member
- Internal sharing sessions
- External training
- Conference attending

Downtime

- Vibrant, cultural, affordable Bristol - consistently named the best city in the UK.
- A wide range of fun social events and trips in the UK and beyond.
- Cycling, climbing, walking, canoeing, running and walking in the beautiful local countryside.

Salary

£35,000, plus non-contributory 9% pension, bonus and benefits outlined above.

What your first year looks like

From the start of your time with us (typically in September, alongside university graduates), you will have input and support from developers and project managers.



Step 1: Our unique in-house training programme

This programme covers all the key technologies and project processes you need for future success.

Duration xxx - xxx



Step 2: Working in a team on an internal project

Working on an internal product to gain experience and confidence in a safe, supportive environment

Duration: xxxx - xxxx



Step 3: Working in a team on customer-facing projects

Working as a junior team member on a customer-facing project.

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I come from an engineering background, so transforming my passion for software development into a career is a dream come true.

Ghyston is genuinely committed to professional development. I've had plenty of opportunities for feedback from my colleagues. Daily stand-up meetings are a quick and effective way to get guidance and collaborative information on my daily work. Weekly catchups with my line manager help with my professional development and organisational goals. Quarterly reviews give me a clear understanding of my performance during the past months and help me gain the experience to work independently.

Various workshops, inspiring talks, and biweekly developer forums provide opportunities to share recent technologies or show off exciting ways to solve problems. Other morale-boosting events, including welcoming dinners, pub nights, coffee mornings, and several company trips, helped me quickly become part of the team whilst maintaining a good work and personal life balance.

I've been pleasantly surprised by the diverse academic backgrounds of my colleagues, including Physics, Maths, and various fields in Engineering. It's been a thrilling and constant source of inspiration and motivation to work with them.

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FAQs

Our interview process celebrates passion and aptitude over practical coding experience. Our innovative, creative culture embraces the power of diversity: We judge each applicant on their unique strengths and positive attributes.

How many people work here?

We currently have around 62 staff members and aim to grow about 15% annually.

What are the best things about working for us?

Our **modern office** has a large chillout area, fully stocked kitchen, and games room. Optional fully-funded **morale events** happen in and out of work hours and continuous **on-the-job training** and initiatives will help you learn everyday.

What's an average day like for a developer?

Following a morning team standup to discuss yesterday's achievements and allocate team tasks for the day ahead, you will spend most of your day working through your tasks, individually or with another developer. When completing a task, a team member will check your code for potential improvements before merging your code into the rest of the codebase.

What kind of problems do the teams work on?

With most of our customers wanting to improve the world with technology, our projects range from manufacturing systems, care apps, student accommodation bookings, and tour bus systems.

What kind of programming language do you use?

Although we work without limits and are always searching for new technologies and techniques, many of our projects end up being either in Java or .Net stacks.

What's your approach to hybrid working?

We embrace 50/50 hybrid working, with our employees working from our central Bristol office for approximately half of their working week.

To help you settle into your role, complete your training, and get to know your team. you can expect to be almost entirely office-based for your first 12 weeks or probationary period.

What are you doing to improve your diversity?

- Our CEO is responsible for ED&I, meaning diversity is a top priority at every level.
- Our Allyship programme cultivates an inclusive environment.
- Diversity goals are set throughout our recruitment process
- We work with a range of universities and societies to ensure targets are hit.
- Applicants from coding academies and apprentices widen our talent pool.
- Promoting and committing to the annual goals of the Bristol Women in Business and Motherboard Charters.

The Ghyston Foundation: supports charities trying to close the diversity gap in education and tech, such as:

The Elephant Group: Committed to enabling fair access to top universities for students from deprived backgrounds and non-selective state schools.

Codebar: Supporting fledgling coders from underrepresented demographics.



A quick and easy application process

We start recruiting in autumn and hire on an ongoing basis. Places fill up quickly, so apply as soon as possible to maximise your chances.

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If you would like to join our team, please complete our online application form on our website <https://www.ghyston.com/careers>.

We will get back to you within a week.*

Stage one: Online test

When you submit your application, we may invite you to take an online test to assess your aptitude for coding. We are looking for potential, so don't worry if you have little previous coding knowledge.

Stage two: Initial interview

During a 20 - 30-minute Zoom call, we will ask you to work through some problems with one of our developers to test your aptitude and problem-solving skills.

Stage three: Final stage interviews

We will invite you to attend an up to 3hr interview at our Bristol office**.

You will work through some coding challenges with different team members (no prep required, accessible for all skill levels).



* Regrettably, we are not able to offer visa sponsorships at this time.

** Or Zoom if you are unable to attend in person.

Application checklist

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☐ **Do your research**

Have a nose 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 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 any questions**

If you have any more questions, please contact recruit@ghyston.com.

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Good luck! We look forward to receiving your application.



Get in contact

If you want to find out more before deciding to apply, or if there is anything else we can do to help you feel more comfortable throughout the process, then please do get in touch on **recruit@ghyston.com**. Julia or Cara from our People team will aim to get back to you as quickly as possible.

