Senior Salesforce Developer

Job Specification
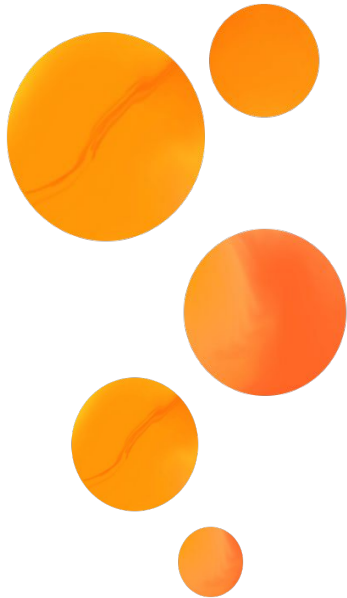
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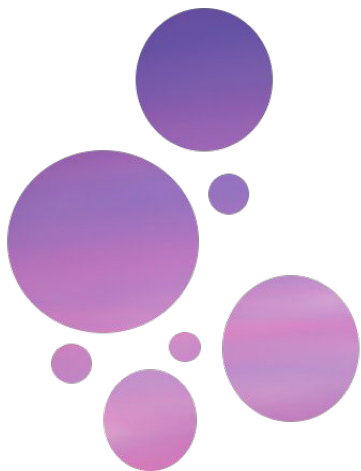**Company:** Nebula Consulting

Website: www.nebulaconsulting.co.uk

Job Title: Senior Salesforce Developer

Salary: Competitive, depending on experience

**Start Date:** ASAP

Contact: careers@nebulaconsulting.co.uk

Summary

We are seeking an experienced Senior Salesforce Developer to join our dynamic team. The ideal candidate will have a strong background in Salesforce development; encompassing Apex triggers, asynchronous Apex, Aura & LWC, Visualforce, and proficiency in front-end technologies such as JavaScript and CSS.

The successful candidate will be responsible for designing, coding, testing, and implementing high-quality solutions within the Salesforce platform. A key focus will be on maintaining clean code and adhering to object-oriented design principles to ensure scalable and efficient solutions.

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About Nebula Consulting
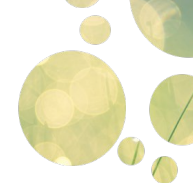
We are an established technology consultancy business, with a focus on Customer Relationship Management (CRM) and Marketing Automation. Based in London with a global customer base, Nebula specialises in Marketing Cloud Account Engagement (Pardot) alongside Salesforce Sales Cloud, Experience Cloud, Revenue Cloud and Analytics Cloud.

Over the past few years we have helped hundreds of companies improve their sales and marketing and, as a result, we have built a very strong reputation with our customers. But don't just take our word for it, here is what our customers have to say.

We value learning and development highly and provide our people with opportunities for knowledge sharing, personal development and training. This includes an individual development plan, regular internal sessions and workshops, as well the opportunity to attend industry events and training courses.

As a small company, we try to keep the process around development as streamlined as possible. But, we aim to have enough process to ensure quality of code and advancement of developers within the company. To that end, we leverage:

- ❖ regular code review meetings
- ❖ a library of internal Apex utilities
- ❖ Illuminated Cloud and Gearset for development and deployment
- ❖ PMD to perform static analysis of code before deployment
- ❖ git for source-control
- ❖ task management via Teamwork

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Nebula's Values

Trust

All team members are trusted to work in the best interests of our customers without micro-management.

We have created a close community of team members who support one another to deliver the highest quality projects.

Empowerment

Our teams are smart, curious and always looking to improve. We empower each individual to develop their talents in a way that works for them.

A genuinely open approach to management allows for regular two-way feedback and constant personal growth.

Flexibility

Our teams are given the flexibility to work in a way which suits them and our customers.

This allows our team to enjoy a healthy work-life balance and stay motivated to enjoy their work as an important and fulfilling part of their lives.
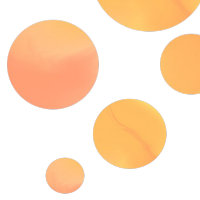
Collaboration

We pride ourselves on our highly supportive community of experts.

Whether we are working on a solo project or with others, there is always a team of willing, expert colleagues to talk through a tricky problem or share a solution they've worked on before.

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Job Description

Role Overview

We are looking for an experienced developer to join the team. At Nebula, Developers work on a range of projects, from a half-day of coding in support of consultancy work; up to months spent specifying, coding, testing, and delivering business functionality.

The ideal candidate will be *adaptable* and *personable*. As a company working on bespoke systems, *client interaction is vital to our success*: translating business needs into technical specifications. We believe that developers should be involved throughout the process: scoping, designing, estimating, implementing, and testing.

Role Progression

Soon after joining the company and learning our internal processes, we would expect the candidate to be able to take on complete responsibility for the development side of modest projects.

As a senior developer, the opportunity and expectation would be for the candidate to contribute to internal processes and development practice over time.

Progression through the Salesforce certification programs and participation in the developer community is highly encouraged. Participation in online and real-world Salesforce community groups is also encouraged.

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Training & Support

You will receive dedicated training in the technology and all aspects of the role - working closely with your line manager and the Learning and Development Lead. You will also shadow other members of the team.

You will expected to supplement this learning with the extensive online training resources that Salesforce has on offer, and we will work with you to guide your learning in the correct areas.

You will also be encouraged to spend a proportion of your time improving your industry knowledge as well as your technical expertise by:

❖ Reading relevant blog content
❖ Watching videos and webinars
❖ Attending industry events

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Skills & Experience

Required

- ❖ Solid experience of the Salesforce platform
- ❖ Strong Apex experience including: triggers, batch/scheduled Apex, callouts
- ❖ An interest in Clean Code, Patterns, and OO programming
- ❖ Lightning development, or Javascript background
- ❖ Relational databases design - turning requirements into schemas
- ❖ Visualforce and front-end skills with HTML5, jquery, and CSS
- ❖ Understanding of Computer Science issues, such as algorithmic efficiency and data structures
- ❖ Ability to communicate with non-developers
- ❖ Adaptable to new systems and environments

Desirable

- ❖ Other programming languages: C#, Java, PHP, etc.
- ❖ Experience of developing/testing REST, SOAP interfaces
- ❖ Experience building Salesforce packages
- ❖ Digital Experiences (Salesforce Communities)
- ❖ Sales processes
- ❖ Marketing Automation
- ❖ Other cloud project tools e.g. AWS, ETL tools

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About You

Technology consultancy requires you to be process driven and have an analytical approach to solving problems.

You must be able to communicate with clarity to people that have differing levels of technical understanding.

It is critical that you are well organised and are able to manage your workload effectively, as you will be concurrently working across a number of different projects.

Although you will not directly manage a customer's account, you will be expected to work closely and communicate with customers to deliver solutions that meet their needs. You will be comfortable working with other Nebula consultants as part of a team to deliver projects.

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Offer & Benefits

Full-time Permanent

❖ Working hours: Monday - Friday, 9am - 5:30pm (flexible hours will be considered)

❖ Fully funded comprehensive Private Health Policy, with additional health and wellbeing rewards and benefits (after 3 month probation period)

❖ Flexible working environment - this position is primarily remote, with occasional trips to the London office for training, workshops and company meetings.

❖ Workplace Pension scheme

❖ Employee referral scheme

❖ 2 Volunteering days per year

❖ 25 days paid holiday per year, in addition to public bank holidays. Extra holiday entitlement through service length and purchase scheme

❖ Strong culture of personal development, including dedicated L&D lead and 1:1 coaching sessions

❖ Regular social activities organised and subsidised throughout the year

❖ Strong culture and focus on Employee wellbeing

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Hear it from our team

Because Nebula genuinely cares about both its customers and its staff, it is an incredible place to work and one where people feel supported and empowered to be the best they can be in everything they do.

The flexibility, work and life balance is great, and I enjoy that every day is different due to the various types of projects we can get involved with

I really enjoy the fact that personal development and growth is championed. Everyone is encouraged to grow beyond their experience and current role.

I love that we work collaboratively together, as we all want to ensure that we are giving our customers the best service.

I love how much everyone supports each other, finds time to help and always with a big smile. .

I really enjoy the fact that employees are trusted to do their work well and that the directors are open and approachable.

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