



C# Developer

Location: Reading, UK

C2C Systems is a small, well respected software development company. We develop high quality, feature rich software products for the growing market of data management and archiving and regulatory compliance.

We have been in business for over 15 years, are successful and have created the best technology available on the market for managing unstructured email, file, and SharePoint data.

We are looking to expand our development department and have an opportunity for an enthusiastic, hard working individual that wants to be the best they possibly can be.

The experience we are looking for is:

- At least two years working in a commercial programming environment
- Good experience with C#
- Some experience with Visual C++
- Some experience of developing for Microsoft operating systems.

The qualities we are looking for are:

- A bright, open mind with the vision to take our products to new highs
- Excellent intellect and problem solving skills.
- Creativity and excellent design/architecture skills
- Productivity and a strong work ethic.
- Pragmatism and the ability to 'get things done'

You will be capable of (or aspiring to) 'owning' a product for its lifecycle, from initial conceptual vision, through discussing requirements and development all the way to presenting the completed product to colleagues.

We firmly believe that developers should develop, and we have separate departments for validation, customer support, customer requirement determination, etc.

We are friendly and open, we do no evil and we score 12/12 on the 'Joel Test' (if those facts don't resonate with you, then you're probably not the right person for us).

The salary offered would be between £30,000 and £40,000, depending on experience, and includes benefits such as pension contributions and more.

Our Interview Process

To give you every opportunity to show us your true potential and be prepared, we've outlined our interview process below :

We conduct a short initial screening phone interview (normally a 10 minute chat with the development manager).

For people with the right background and attitude we then ask you to complete a Psychometric assessment and ask you to come and visit us for a face to face interview (and to bring a copy of some recent code you have written).

Face to face interviews are conducted by the CTO and the Development Manager and include a review of the code you have brought, a discussion of your experience, a short code writing exercise, some problem solving exercises and a general chat about your thoughts on technology, development and life in general.



The Successful Candidate

If you are the successful candidate then great things await you:

In the first month, we're going to give some intensive training on our product set, as well as some 'real' work to do, so you can add value right away.

We're going to give you some high powered kit to develop with. Your dual monitor desktop machine will be blindingly fast, you'll have a server capable of running multiple virtual machine images.

You'll be using the latest development technologies (Visual Studio 2010, .NET 3.5, Team Foundation Server and more) and a great methodology (Agile, SCRUM).

In the first three months we're going to expose you to all the technologies we use, we'll sit down and work out an ongoing training plan for you and map out your progression from 'new guy' to 'development guru'.

If you think you are the right candidate for this role then send your CV and a covering letter to hr@c2c.com quoting reference DEV13. We look forward to hearing from you.