

## Full Stack Web Application Developer

Level: SFIA 3/4/5

Location: Cheltenham

Job Type: Full-time/Part-time, 37.5 hours per week

### About Austin Elliot

Join Austin Elliot Consultancy – where digital transformation meets compassion. We are a leading consultancy specialising in technical delivery and organisational transformation for the public sector. With a mission to become the supplier of choice for digital change, we tailor our solutions to fit the unique needs of our clients—focusing on empowering the people behind the technology. Our vision is to help organisations optimise their technical capabilities through the talent already within their teams. If you're passionate about making meaningful change with integrity, humility, leadership, and selflessness, we'd love for you to join us on this rewarding journey.

As a Full Stack Web Application Developer, you'll work across the **full software development lifecycle**, from understanding requirements and designing solutions through to development, testing, deployment, and continuous improvement.

This is a **Java-centred full-stack role**, and our immediate priority is to find developers with strong Java web application development skills alongside experience of modern frontend technologies. We also welcome accomplished full-stack developers with broader technical backgrounds who have solid Java capability and are comfortable working across different technologies.

You'll help build and improve secure, scalable applications that support complex, nationally important public-sector services and the people who rely on them.

You'll work closely with other developers, architects, testers, clients and stakeholders in an Agile environment, helping us deliver high-quality, secure and maintainable applications.

### What you'll do:

In this role, you will:

- Developing and maintaining **Java-based web applications, backend services and REST APIs**
- Building responsive and accessible user interfaces using **modern JavaScript** and frameworks such as **React, Vue or Angular**
- Working across frontend and backend components to deliver complete, integrated solutions
- Designing and maintaining automated tests using **JUnit** and tools such as **Playwright, Cypress, Vitest or Cucumber**
- Working within Agile teams across planning, estimation, reviews, and retrospectives
- Contributing to **CI/CD pipelines, DevOps practices and containerised applications**
- Troubleshooting defects, performance issues and operational incidents
- Contributing to technical documentation, engineering standards, and continuous improvement
- Depending on your experience, supporting technical decision-making, and mentoring junior developers

**What we're looking for:**

We're looking for a combination of the following, although we don't expect you to have everything:

- Strong **Java development** experience
- Experience developing frontend and backend components of web applications
- Good knowledge of **modern JavaScript**
- Experience with a frontend framework such as **React, Vue or Angular**
- Commercial experience developing, integrating, and maintaining web applications
- Experience designing, developing, or consuming **RESTful APIs**
- Experience of automated unit, integration, or end-to-end testing
- Familiarity with **Linux-based environments**
- An understanding of version control, code reviews, and secure development practices
- Experience working within **Agile delivery teams**
- Strong problem-solving, communication, and collaboration skills
- A willingness to work across different technologies and continually develop your technical skills
- Experience with **MongoDB, GitLab, CI/CD, Docker, AWS, microservices or cloud-native development** would also be advantageous

**What we offer:**

- Competitive salary with personal & company bonus scheme, plus business development commission
- Life Assurance, Private Medical Insurance, and Group Income Protection
- 28 days holiday (plus option to buy up to 2 extra weeks)
- Generous pension contributions with access to a personal financial advisor
- Car scheme available
- Hybrid and flexible working arrangements
- Beautiful central Cheltenham offices with parking, flexible workspaces, and comfy lounge areas
- Always-stocked fridge with drinks and snacks
- Fun, collaborative team culture with regular social events and parties
- Opportunities to grow with a generous annual training budget
- Amazing long-service benefits, including extra holiday, higher pension contributions, retention bonuses, and charitable contributions.

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