

Job Description

Job Title:	Software Engineer
Reports to:	Product Manager
Job Location:	Flexible, but you must be able to work in the London office 3 days a week.
Start Date:	ASAP
Salary	£55,000 per annum
Contract Type:	Permanent
Benefits	Pension 8% Access and Discounts at the BAFTA Members' Club on Piccadilly Cashback Healthcare Plan

Job purpose

BAFTA Media Technology (BMT) is the development arm of BAFTA, the British Academy of Film and Television Arts. It is a distinct business unit owned by BAFTA that develops software products and services to support BAFTA in delivering its key initiatives. These products include a carbon calculator toolkit, an end-to-end awards and bursaries management system, an end-to-end events management system, a film screening portal and a transcoding system.

BMT supports activity across BAFTA's departments, from albert its sustainability arm, to the awards, learning & new talent and membership teams, to its global branches. We also licence those products to organisations in related industries, providing innovation in technology and the practice of digital media management.

You'll be working in a team using agile work methodology. Your responsibilities will include scoping, development, system maintenance, and testing on BAFTA's tech products, focusing primarily on a small number of key systems. You may also be asked to work on additional systems or new projects as they arise. Your work could also include some technical support for BAFTA and BMT's clients.

This is a hybrid-working role, with 3 days in the office in Piccadilly, London and 2 days working from home.

Primary Focus:

- Parallel Transcoding – delivers high speed transcoding for BAFTA and licencees of our awards software.
- BAFTA Electron – a digital asset management system specialising in video.
- Screener Hub - connecting via API to studio/distributors' and 3rd party VOD platforms.
- BAFTA View web app & BAFTA View Firestick App – delivers online viewing for members for our Film Awards.

You may also be required to work on other existing BMT products, including:

- International Carbon Calculator Toolkit II – for AdGreen, which supports the advertising industry to its reduce carbon footprint.
- International Carbon Calculator Toolkit – for BAFTA's sustainability arm, BAFTA albert, which supports the TV and film industry to its reduce carbon footprint.
- BAFTA Nucleus – an end-to-end awards and bursaries management system developed for BAFTA's own awards and is commercially available to the Film, Television and Games industries and across other markets. The system provides a customisable online platform for organisations to manage their end-to-end awards processes across submissions, judging and voting for a wide range of awards. BAFTA Nucleus is also licensed for managing applications to grants and bursaries by a number of organisations.
- BAFTA Events – manages BAFTA's own complex needs across its five international branches to deliver booking, tickets and check-in for hundreds of events every year.
- My BAFTA – ID hub facilitating SSO for Members navigating between the BAFTA website, CRM and various BAFTA Media Technology systems.

With a small team structure, we employ an all-hands-on-deck approach and we need team members to be flexible and open to what can be a fast-changing project landscape. Team members may be ultimately responsible for different aspects of project delivery. While you might not be implementing all aspects of these yourself, you will be responsible for working with the other developers and our product managers to ensure delivery that's in line with industry best practice and to deadline.

Ideally you will be:

- A full stack developer with proven experience of delivering significant product features to deadline and used to working within a team of developers
- Highly proficient in:
 - PHP and frameworks as Symfony or Laravel
 - ReactJS
 - MySQL
 - AWS Cloud computing
 - Git code management
 - Linux servers
 - Continuous integration
 - Iterative development

Ideally, you would also have expertise in:

- PHP or have thorough knowledge of OOP in another language
- NodeJS
- FFmpeg
- JQuery, Bootstrap, Svelte, or other Javascript frontend frameworks
- Video and audio
- Media management systems
- Unit testing
- Jira and Confluence
- Excellent communication skills
- Initiative and drive
- The ability to be flexible

- The ability to explain highly technical concepts in a way that non-technical staff and other stakeholders can understand

ABOUT BAFTA

BAFTA is a leading global charitable institution focused on championing creativity, opportunity and social change for all through the transformative power of film, games and television.

BAFTA's Vision:

We inspire new and unheard voices to become the future of the Film, Games and Television industries, we support talented people from all backgrounds to help them achieve their potential, we advocate progressive industry and cultural change, and we amplify and celebrate excellence across the screen industries

BAFTA's aims: to champion the art and the craft, champion talent and champion the industry environment by:

- identifying and celebrating industry practice deemed exceptional by peer review, thereby elevating the art and craft of film, games and TV;
- providing talent with recognition, inspiration, access and long term support, in particular those under-represented and underprivileged in society;
- enabling a positive and inclusive environment, for an accessible, sustainable and connected industry.

DIVERSITY MONITORING

Our aim is for our staff to be a diverse mix of talented people who want to come and do their best work. BAFTA is committed to increasing diversity, and maintaining an inclusive workplace culture. We welcome applications from all qualified candidates regardless of their ethnicity, race, gender, religious beliefs, sexual orientation, age, marital status or whether or not they have a disability. Please take the time to fill out our [Diversity Monitoring Survey](#). All the information you provide will be anonymous and is not considered with your application.

APPLICATION PROCEDURE

Please apply [here](#) and include a cover letter which in no more than 500 words explains why you think you are suitable for this position, what skills you have to be successful in this role and, in particular, what experience/knowledge you have in developing new features to existing software systems.