Lead Frontend Engineer

Job Description

This document outlines what we currently consider to be the main responsibilities of and skills you'll need to successfully carry out your role.

As a scale-up, we've learned that a job description can be something of a moving target and that roles often flex with the skills and interests of the person as much as the needs of the business.

Equally important, then, are the feedback, coaching, performance management and career progression processes you will participate in as a Wordnerd.

We strive to create a culture that is clear about what we need from you, how you're doing and the impact your efforts have on the business.

At the same time, we encourage you to engage with us about what you need and want to set you up for success at Wordnerds and beyond.

Responsibilities

As a Lead Frontend Engineer, you will collaborate and work closely with the wider product delivery team made up of Engineering, Product and Data Science. Your responsibilities include:

Technical leadership

- Facilitate the efficient build and delivery of frontend development across the engineering team

- Define the frontend technical vision and strategy
- Ensure development tooling is robust and standardised across the team
- Stay up-to-date with the latest frontend technologies and trends
- Carry out code reviews to ensure code quality, adherence to standards, and best practices
- Mentor and develop other engineers

Team Collaboration

- Work effectively as part of a multi-disciplinary Scrum team
- Collaborate with stakeholders to scope, plan, prioritise, and deliver the product vision
- Ensure effective communication and knowledge sharing within the team

Project Delivery

- Ensure the delivery of high-quality frontend solutions that are accessible, performant, and cross-browser compatible
- Embrace Agile processes to deliver software efficiently and iteratively
- Lead the development of complex frontend features, prioritising user experience and performance

Skills, Behaviours & Outcomes

Platform Expertise

- Become an expert in the Wordnerds tool, capable of troubleshooting issues and optimising customer usage

Technical Skills

- Strong foundation in JavaScript, including ES6+ features and TypeScript for type safety and maintainability
- Ability to set up and use code analysis tools like ESLint and Prettier

- Understanding of CSS/SASS best practices to write modular, reusable, and maintainable CSS built with modern frameworks (Tailwind)
- Expertise in building reusable components based on designs, using modern frontend frameworks such as Vue.js and React, in order to craft a rich and functional UX
- Proficiency in state management libraries (Vuex, Pinia)
- Experience with testing frameworks (Cypress, Jest, Vitest)
- Experienced in leading the development, testing, and documentation of a design system component library utilising Storybook
- Use of performance optimisation tools (DevTools, Lighthouse, Web Vitals)
- Familiarity with CI/CD pipelines (GitHub Actions)
- Understanding of accessibility standards (WCAG)

Performance Focus

- Embrace continuous learning and encourage team members to do the same, seeking out opportunities for professional growth and staying informed about the latest advancements in frontend technologies
- Seek opportunities to improve processes, streamline reporting, and enhance customer value
- Automate repetitive tasks to allow you and the wider team to focus on high-value activities

Metrics & Targets

- **Product Vision:** Drive improvements in user satisfaction and engagement through frontend enhancements
- **Delivery**: Working in a way that's conducive to the team achieving its collective sprint goals
- **Performance**: Measure performance using KPIs such as page load times, code coverage, bug rates, and accessibility scores

Teamwork

Inter-team

- Work well with team members and contractors to collaborate, ideate and problem-solve.
- Create and adhere to clear systems and processes that are followed and monitored.
- Give and receive clear, honest and kind feedback to other members of the team.

Intra-team

- Collaborate closely with Sales, Product, and Customer Success teams to align efforts with business objectives.
- Provide feedback to Product teams to inform and drive product development.
- Ideate and problem-solve with other departments.
- Support and consult other teams appropriately.
- Contribute to a positive and harmonious work environment.
- Give and receive clear, honest and kind feedback to members of other teams, including the leadership team and directors.

Innovation

Innovation is the process of implementing new ideas into Wordnerds so that we constantly improve our ways of working. There are two main types of innovation we need you to deliver:

Incremental innovation

- Gradual fine-tuning of established systems and processes that layer to achieve greatly more productive work over a long-term view

Radical innovation

- Step-change ideas that completely reimagine or replace existing methodologies, ways of working and approaches

You should develop a consistent process that allows you and your team to:

Discover and assess new ideas

- From frameworks and methodologies to technological advancements, what are the tools, tips and techniques you can harness to achieve our business objectives?

Test ideas efficiently

- Not all innovations are positive. Some have unintended consequences you can't possibly know about at first sight. In this role we expect you to use agile principles to set and share expectations about what specifically we're trying to improve (and why!)
- Gather data quickly to test hypotheses in short feedback cycles
- Iterate on our learnings
- Approve or reject new ideas, based on the data and feedback

Efficiency

Time is the most scarce resource we have. A hugely important part of your role is to design and implement systems and processes that make the best use of our limited time.

Eliminate unnecessary work for you and other Wordnerds

- Implement one-to-many opportunities where appropriate
- Automate boring, manual or low-value processes
- Make meetings more productive

Own your impact

- Ensure that the work you are doing is contributing to the business objectives of the company and making a difference