Person Specification

Role: Junior Software Engineer — Data & AI

Employer: Farsight Software Ltd

Salary: £32,000–£36,000

This is an entry-level role so relevant work experience is not expected. You may have gained your skills through a degree or equivalent, an apprenticeship, a technical certification, work, or substantial personal projects. You are also not expected to have experience working with our enterprise systems or AI agents.

You will need to demonstrate an interest in the technologies we use and the ability to quickly learn and apply new skills which you will learn through working directly with the team lead. As a junior member of our team, your reliability, problem-solving mindset, and ability to learn is as important as any direct experience.

We expect applicants who meet the essential criteria but do not have substantial experience to start at the beginning of the pay scale. Applicants who also meet the desirable criteria may start higher up.

Essential criteria

Technical skills

- **Background:** A computer science or related degree or equivalent, a technical qualification, or strong personal code portfolio
- **Python:** Ability to write clear, working code and to read and modify unfamiliar code
- **SQL & Databases:** Solid understanding of relational databases and the ability to write and explain queries with joins, filtering, grouping, and aggregation
- **Git:** Practical experience using Git for everyday version control
- **Practical Project:** A substantial academic, personal, or commercial project that you can discuss and explain technically

Teamwork and problem-solving

- **Problem-solving:** A methodical, careful approach to both routine checks and troubleshooting with the curiosity to seek root causes of problems and the initiative to proactively flag potential problems
- **Ownership:** Ability to work autonomously and reliably follow through on agreed work
- **Communication**: Professional written and spoken communication skills with the confidence to raise questions and issues and the ability to work well within a team
- **Learning mindset**: Eagerness to learn new skills and technologies, accept feedback, and scale up to more complex tasks over time

Practical requirements

- Permission to work in the UK. Visa sponsorship is not available.
- Ability to work from our Royal Leamington Spa office for at least the first three months, subject to reasonable adjustments or alternative arrangements if office access presents a barrier.
- Willingness to undertake approximately monthly maintenance arranged in advance outside normal hours.

Desirable criteria

Any of the following may help your application, but none of these are essential.

Further technical skills

- **DevOps & Cloud:** Experience with cloud platforms, CI/CD, or separate development and production environments; hands-on Azure, CI/CD pipeline configuration, or infrastructure as code
- **Data Engineering:** Experience with data tools such as PySpark, Databricks, or more complex SQL
- **Operational Support:** Experience troubleshooting scheduled jobs, batch processes, or production environments. Writing automated tests to investigate problems.
- **Certifications:** Continued technical learning or relevant Azure or Databricks certification
- **AI & Emerging Tech:** Experience using AI coding assistants while critically reviewing and explaining their output, or using an LLM API.