

RECRUITMENT POLICY DOCUMENT

Castleton Technology plc's policy is that applicants are considered for employment solely on the basis of their qualifications and competencies. Castleton Technology's hiring policy is geared to ensure that Castleton Technology hires employees without regard to their race, colour, religion, national origin, citizenship, age, sex, marital status, ancestry, physical or mental disability, medical condition, veteran status or sexual orientation.

Recruitment, Advertising and Selection

The recruitment process will be conducted in such a way as to result in the selection of the most suitable person for the job in terms of abilities and qualifications. The Company is committed to applying its equal opportunities policy statement at all stages of recruitment and selection.

Advertisements will encourage applicants from all suitably qualified people. When advertising job vacancies, in order to attract applicants from all sections of the community, the Company will as far as reasonably practicable:

1. Ensure advertisements are not confined to those publications, which would exclude or disproportionately reduce the numbers of applicants of a particular gender, sexual, orientation, religion or racial group.
2. Avoid prescribing any unnecessary requirements which would exclude a higher proportion of a particular gender, sexual orientation, religion or racial group or which would exclude disabled job applicants.
3. Avoid prescribing any requirements as to marital status.
4. Where vacancies may be filled by promotion or transfer, they will be published to all eligible employees in such a way that they do not restrict applications from employees of any particular gender, sexual orientation, religion or racial group or from employees with a disability.
5. Avoid any reference to age in advertisements

unless objectively justified.

The selection process will be carried out consistently for all jobs at all levels. All applicants will be processed in the same way. The staff responsible for short-listing, interviewing and selecting candidates will be clearly informed of the selection criteria and of the need for their consistent application.

Wherever possible, all applicants will be interviewed by at least two interviewers and all questions asked of the applicants will relate to the requirements of the job. The selection of new staff will be based on the job requirements and the individual's suitability and ability to do, or to train for, the job in question.

With disabled job applicants, the Company will have regard to its duty to make reasonable adjustments to work arrangements or to work premises in order to ensure that the disabled person is not placed at a substantial disadvantage in comparison with persons who are not disabled.

Example of recruitment advert:

Job Type:

Permanent

Salary:

Circa £30,000 plus expenses (dependent upon experience)

Company Health Care Scheme
Performance related bonuses available
Company Pension Scheme

Location:

Birmingham UK

C# / Microsoft .NET Developer
Castleton Technology plc is the leading provider of Document and Process management solutions to the Social Housing Sector.

We are a growing, profitable and focused team who now have a development position available.

If you would like to work as part of a team that is valued and has real input into the growth and development of our dynamic business then read on because we would very much like to hear from you.

We require a Microsoft .NET Developer to join our team providing software solutions to our customers in the Social Housing Sector. This role will involve the development and maintenance of our Core Software Solutions, as well as specification scoping, requirements gathering and working with third party partners to introduce new functionality and enhancements. In this role you will deal with a range of customers. Working with our project managers you will be designing and developing solutions that fit with customer requirements therefore excellent communication skills is a key requirement.

Reporting to the Development Manager, your day to day responsibilities will include:

- Developing and finalising software products
- Designing proof of concept demonstrations
- Supporting existing customers
- Prioritising Customer Enhancement Requests and assisting with the maintenance of our Product Development Road Map
- Liaising with Senior Management on strategic decisions
- Ensuring delivery of product against key milestones

The successful candidate will need the following skills /experience:

- Previous or Current position as a Lead Developer
- Strong .NET Programming Skills (C#, VB.NET, ASP.NET), Practical Design Pattern Exposure, WPF desirable
- HTML (5) / XHTML / CSS / XML
- A good knowledge of MVC (Model View Controller) software architecture
- Good JS, JQuery and Ajax skills
- A good level of SQL Server 2005 / 2008 and MySQL knowledge with a track record of producing SQL Server data-driven software solutions
- Source Control (SVN preferable)
- Project leading skills - strong communicator and excellent written skills
- Business Analysis Skills including requirements gathering and process re-engineering
- Experience of the Social Housing Sector desirable but not essential

Employment agencies need not apply as Castleton Technology have a direct recruitment policy.

If you have the skills and desire to lead our small and dedicated team, please apply with your most up to date CV and a brief summary of what key experiences would make you ideal to fulfil this position.