

JOB DESCRIPTION

TITLE: Flash Developer

SUMMARY

TSL Digital are seeking a Mid to Senior Flash Developer who has experience building and adapting rich media.

This role co-ordinates development activity within standard digital campaign communications projects. The projects will cross various other departments within the agency, client and third party organisations. The Flash Developer is responsible for assisting in defining the project scope, as well as developing estimates & plans, ensuring the quality of what is delivered is in line with the delivery plan.

You will be expected to be an excellent communicator (written and verbal), but also crucially a person who is an expert listener. The successful candidate will be skilled at multi-tasking having the capacity and stamina for work whilst remaining unflappable under pressure.

PERSONAL QUALITIES

1. Fundamental to the role is painstaking attention to detail and commitment to delivering the best job you can, each and every day.
2. You will need to be energetic, flexible, and determined to champion the values of the agency
3. You will be responsible for managing the expectations each project assigned to you as well as the expectations of others (from clients, to line-managers, to colleagues)
4. You will be expected to be reliable – a 'safe pair of hands'.

Other qualities:

- Excellent administration and organisational skills
- Good personal presentation for purposes of 'sitting in' on meetings with clients
- Attention to detail for every task – no matter how insignificant it may seem
- Be easy to work with
- Demonstrate good self-motivation, strong sense of initiative and ability to work under pressure
- A dependable team player with a sense of humour and lots of energy. Be personable and approachable
- Passionate and driven to keep learning and help the business be successful
- Self motivated

REQUIRED KNOWLEDGE OR SKILLS

Key success criteria for Flash developer:

Required:

- Flash AS2/AS3
- Familiar with object orientated programming methods (OOP)
- Experience with Rich media platforms such as DoubleClick, MediaMind and Flash Talking
- XML
- HTML
- CSS
- Good knowledge of Adobe imaging software – Photoshop, Illustrator, etc
- Excellent communication skills

Preferred Experience:

- After Effects
- Knowledge of Server side technologies
- File versioning software such as Tortoise SVN
- Used to working using best practices as well as using MVC/OOP design patterns.
- A very good understanding of front end development:-
- HTML, CSS
- JavaScript, and javaScript libraries such as jQuery
- Flash AS2.0 and AS3.0 and flash frameworks and libraries such as Greensock, Robot Legs/Pure MVC, Papervision 3D and Flex.
- Experience in building web based applications from initial IA/UX stage right through to final release and implementation.
- Coding standards/best practice
- Quality control & unit testing
- Client facing

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BALANCE OF SKILLS

Technical Development	80%	Understand, articulate and apply development solutions to business/project problems as well as an understanding of media platforms and associated tools.
Business:	10%	Understanding of interactive services industry and the Agency's vision.
Interpersonal:	10%	Excellent problem solving skills Good written and oral communication skills Coaching and training skills Ability to work with individuals at all levels in the agency

PREFERRED QUALIFICATIONS

- Degree (new media preferred but not required, depending on experience)
- 2-4 years prior agency experience
- Comprehensive understanding of various media platforms and technologies

OBJECTIVE: NEW BUSINESS

- Be responsible for delivering consistently stellar quality to help generate new business/new creative opportunities

OBJECTIVE: FINANCIAL

- Complete weekly timesheets
- Raise risk and overrun issues as soon as they become evident

Interested candidates should mail their CV and salary requirements to jobs@tsldigital.com