Job Title: Senior Full Stack Web Developer

Location: Singapore (central)

Job Overview:

To design, develop, maintain, and support web applications from UI to database, as part of the 3radical mobile gamification platform Voco – an end-to-end solution that enables Brands to engage consumers in fun tasks, challenges and competitions as well as delivering to them useful and interesting offers.

The developer will be involved in designing, developing, and implementing modern web applications for both frontend and backend on top of Voco, our gamification platform. The developer will also be integrating the 3radical solution on top of other third-party platforms/technologies.

The developer will be taking part in the entire software development lifecycle from concept stage through to delivery and will provide post launch support as appropriate.

The developer will work closely with the infrastructure team to provide technical support for operation and maintenance of the cloud infrastructure for customers. Provide best practices for day-to-day operations, performance analysis, tuning and capacity planning for products deployed, and suggest and implement performance improvements when necessary.

Required Technical Skills:

Essential:

- NodeJS
- HTML5/CSS/Javascript
- AngularJS
- Redis
- MySQL

Desirable:

- Java
- MongoDB
- Git/Bitbucket

Required Experience and Capability:

The candidate shall have **strong background in NodeJS implementation and good understanding of document store database**. On the UI part, the developer shall have experience building **mobile responsive pages in angularJS and HTML5/CSS3** and have published examples to show.

The candidate must have a **strong sense of modern web and user experience design**, graphics, layout, transitions and feedback on both web and mobile platforms.

The candidate should have understanding in **accessibility and security compliance**, user authentication and authorisation between multiple systems, servers, and environments. **Integration of multiple data sources and databases into one system. Proficient understanding of code versioning tools**, such as Git.

The candidate must possess **excellent written English communication skills** as they will be called upon to write detailed technical specifications. An **ability to weigh customer needs against technical best practices** is a must. Thus, the developer must possess **excellent verbal English communication skills** and the **ability to interact with users at all levels** within the organisation.

These skills will also support **excellent customer service capabilities** when taking part in the support of the 3radical platform.

Candidates must be **able and willing to travel** based on assigned project demand.

3radical is a fast moving environment at the forefront of mobile gamification technology. The candidate must be **flexible and able to shift priorities** and projects with ease.

Remuneration:

Remuneration will be commensurate with the successful candidate's qualifications and experience.

Working Hours:

Our core working hours are Monday to Friday 9 am to 6:00pm but flexibility is a must as working hours will change according to project and client demands. The ability to be "on call" from time-to-time is also required.

To apply for this position, please email your CV, a covering letter stating your salary expectations, and example of published work to recruitment@3radical.com. Please state clearly in the subject line which post you are applying for.

About 3radical :

3radical provides brands with a new communication channel to connect directly with consumers while impacting their behaviour in a measurable way. 3radical have built the first cloud based gamified mobile engagement platform – Voco.

It allows brands to truly engage consumers by delivering a 'gamified' experience including individually targeted challenges such as treasure hunts, photo sharing competitions, quizzes and purchase offers. When consumers engage in these challenges they can be rewarded with discounts, competition entries and level-ups in mobile phone games. Every consumer receives individual tactics based on their profile, behaviour and location, and the Brand gets rich information to analyse and optimise their communication across the business.

The experience is mobile first, and is delivered using apps, websites and other channels and integrates with brands' existing marketing activity, making it even more effective.

Through a marketers portal the brand can select individual consumers to receive gamified offers and alerts based on demographic information, Facebook profiles, past behaviour and location. Rich analytics enables the brand to further enhance future offers.

The "gamified experience" drives very high engagement, with more than 40% of all consumers downloading the app to date engaging with a gamified offer from a Brand. This is because it is both contextual and delivers value to the consumer as well as the brand, and is attractive to a large and growing audience.

In a recent survey of consumers in Singapore, 93.6% said Brands need to "give something back e.g. discounts, prizes, badges etc" for them to read or respond to messages, and 65% said this has become more important over the past year. Whilst discounts were cited as the most popular "reward", 70% plus will visit a store, share something socially or make a purchase in return for entry to a lucky dip, and around 50% for level ups in mobile games with prizes. In addition, 74% said that receiving communications at the right time (e.g. when they were close to a store) significantly increased their likelihood to respond. The 3radical platform delivers against both of these growing consumer demands, and the overarching move to mobile devices.

3radical is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. 3radical is also committed to compliance with all fair employment practices.