

Job Description: Senior Developer



Our Vision: Deliver innovative supply chain solutions.

Our Purpose: We are here to help you succeed.

Our Mission: Develop great people that deliver exceptional results.

We live our Core Values of **Honesty, Respect, Sharing Passion, Taking Pride and working as a team.**

Job Title: Senior Developer

Department: IT

Group/Team: IT Development

Reports to: IT Manager

Job Objective:

The primary responsibility of the Senior Developer is to design, develop, maintain and support high-quality software solutions that meet Sorted Logistics' operational and business needs.

The role contributes strong hands-on technical capability across the Warehouse Management System (WMS) and other in-house systems, working closely with the Lead WMS Developer and wider IT team to deliver reliable, scalable and well-designed solutions.

The Senior Developer is expected to take ownership of their work, apply sound engineering practices, contribute to technical decisions, and support continuous improvement across systems and processes.

Key Responsibilities:

What success looks like:

Maintain and grow **Sorted's culture** in line with company values.

- 'Can do' attitude and willingness to go the extra mile to achieve our vision.
- Demonstrate our values of honesty, respect, working as a team, taking pride, passion.
- Treat the business as your own and show that you care about what we are aiming to achieve.

Health and Safety practices are being followed at all times.

- Always promote KOMS and a high standard of conduct.
- Ensure operation meets service standards in a safe professional manner.
- Stay up to date with safety regulations.
- No loss time occurs due to work related injuries.
- Report all risks and incidents within 24 hours of identification.
- Adherence to Health and Safety rules and all incidents, hazards, near misses are being reported.
- Look out for other team members related to safe behaviour.

Take responsibility for **Security of sites**

- Warehouse and office doors are locked when no one is working inside, and alarms are set when last person leaves site.
- No one is allowed on site without permission.
- Gates and doors are shut.

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Take responsibility for Cleanliness of our sites	• Clean as you go. • Offices and kitchen areas are kept clean and tidy. • Remind others if their standards are slipping.
Technical contribution to the WMS platform	• Contribute to technical design and architecture decisions • Follow agreed development standards and practices • Raise risks, trade-offs and improvement opportunities
Hands-on development of WMS and related systems	• High-quality, maintainable code delivered consistently • Translate complex business requirements into reliable system behaviour • Apply robust design and testing to minimize rework
Documentation & Training for SSI WMS & Systems and In-house-products	• Contribute to documentation and training materials • Identify documentation or training gaps and raise opportunities for improvement • Provide clear technical documentation for systems and features worked on
Solution design contribution	• Strong understanding of assigned WMS workflows and integrations • Identify improvement opportunities, risks, and technical debt within areas worked on • Ensure assigned changes are well designed, tested, and production-ready
Testing & quality assurance	• Develop and execute appropriate tests for assigned changes • Support early defect identification through good test practices • Contribute to stable production releases
Documentation & knowledge sharing	• Key system behaviour, configurations, and decisions documented. • Share knowledge openly to reduce single points of failure
Ensure Sorted is successfully meeting customer expectations	• Ensure all development solutions support efficient, reliable warehouse operations • Technical delivery aligns with business priorities and timelines • Act as a trusted technical partner to the wider business

Key Relationships

External	Providers Suppliers Customers
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Internal	All Sorted staff members
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Key Skills / Attributes / Specific Competencies	
Expert Level	• Extensive hands-on software development experience in complex systems • Deep understanding of WMS concepts, workflows, and logistics operations • System design, integration, and technical problem-solving skills • Experience contributing to solution design and technical standards
Advanced Level	• Senior technical capability and influence • Code reviews, quality assurance, and release discipline • Strong analytical and troubleshooting capability • Ability to translate business needs into technical solutions • Clear technical communication (written and verbal)
Working Knowledge and attitude	• Software development lifecycle and modern engineering practices • Experience with highly integrated enterprise systems • Strong attention to detail and ownership mindset • Ability to work independently and collaboratively • Positive, pragmatic, and improvement-focused approach • Willingness to learn, adapt, and continuously improve systems
Awareness	• Follow H&S procedures and lead by example • Leads by example in behaviour, quality, and accountability
Required Qualifications and Experience	
Experience	• Significant experience as a software developer in enterprise systems • Experience working with Warehouse Management Systems or logistics platforms • Proven ability to deliver high-quality technical outcomes within a team • Strong delivery and project experience • Logistics or supply chain industry experience highly desirable
Qualifications	• Tertiary qualification in Computer Science, Software Engineering, or similar (preferred)