



Paramount
Digital

Job Description

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Job Role

Web Developer

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Role Overview

As a Web Developer at Paramount Digital, you will contribute to delivering high-quality web solutions, focusing on website development, maintenance, plugin development and integration, and ongoing website support. You'll work alongside senior peers to level up your skillset and deliver exceptional digital experiences for our clients.

While your primary responsibilities will focus on technical development, there may be occasions when you are required to speak directly with a client or apply quick fixes to a website to resolve urgent issues. These experiences will help broaden your skills and prepare you for future growth. Paramount Digital is dedicated to supporting your development, offering training opportunities to help you expand your technical knowledge and refine your abilities.

Role Expectations

Key Responsibilities

- Build & extend bespoke WordPress sites and themes using PHP, HTML5, CSS3 and modern JavaScript.
- Integrate & configure third-party plugins, REST APIs and other CMS platforms; tailor functionality to client requirements.
- Write maintainable code, adhere to coding standards, document key functions and follow best practice for scalability.
- Ensure responsiveness & accessibility across devices and browsers.
- Implement technical SEO practices and optimisations.
- Optimise performance by profiling load times (Lighthouse, GTmetrix) and apply necessary optimisations (caching, lazy-loading etc)
- Manage version control with Git, create branches, submit pull requests, resolve conflicts and merge to staging/production.
- Monitor & troubleshoot live environments, apply security patches, emergency fixes and regular updates.
- Receive & act on feedback through code reviews and paired programming with senior developers.
- Contribute to team knowledge by sharing discoveries in dev sessions or via internal documentation and talks.
- Guide colleagues on internal tickets, answer questions and help troubleshoot basic issues.
- Join scoping calls or stand-ups to help translate clients needs into technical specifications.
- Provide timely updates on fixes or feature developments under senior oversight.
- Gather client feedback, demonstrate enhancements and iterate based on their input.

Required Skills & Experience

- Minimum three years' web-development experience, ideally in an agency environment.
- Proficiency in HTML5, CSS3, JavaScript and responsive design.
- Strong knowledge of PHP 7/8 and WordPress theme and plugin architecture, including Advanced Custom Fields and custom post types/taxonomies.
- Working knowledge of SQL, database migrations and integration of REST APIs or GraphQL APIs.
- Proven experience with Git version control, feature-branching and pull-request workflows, alongside CI/CD pipeline automation (e.g. GitHub Actions)
- Strong attention to code quality and a basic understanding of testing, linting and performance-monitoring concepts.
- Understanding of security best practices and data sanitisation.
- Excellent communication skills, a proactive problem-solving approach and strong attention to detail, with the ability to estimate tasks and meet deadlines.

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Desirable skills

- Experience with modern JavaScript frameworks such as React or Vue.js and headless-CMS architectures.
- Competence with Composer and PHP package management.
- Knowledge of containerisation and cloud deployments using Docker, AWS or serverless functions.
- Familiarity with build tools such as Webpack and Gulp and package managers like npm and Yarn.
- Experience with caching solutions such as Redis.
- Proficiency in Python for scripting, automation or backend integration.
- Experience with PHPUnit, Jest or other unit/integration testing frameworks
- Familiarity with linters (ESLint, PHPCS) and performance-monitoring tools (Lighthouse, New Relic)
- Competence with analytics and performance tools such as Google Analytics, Google Tag Manager and New Relic.
- Familiarity with AB Testing tools such as VWO
- Experience using animation libraries such as Motion and GSAP and modern CSS techniques.

Why Us

Join Paramount Digital—where for eight years we've delivered web solutions for businesses small and large, both locally and internationally. You'll work with modern tools and workflows in a tightly knit team, learning through peer reviews and paired programming while owning your projects end-to-end. If you're eager to grow your skills and build high-performance websites that make a real impact, you'll thrive here.

Who We're Looking For:

We're looking for a proactive Web Developer who brings a can-do attitude and plenty of fresh ideas to every project, with an eagerness to learn new technologies and expand their skill set. You'll thrive on taking ownership of your work, whether building bespoke WordPress themes, integrating third-party APIs or optimising performance, and you'll know when to seek input from the wider team to ensure the best outcome.

Above all, you'll fit right in with our close-knit culture, where open communication, friendly banter and genuine support are part of every day. You'll listen as much as you speak, collaborate with empathy, and pitch in wherever you can, whether that's pairing on a tricky bug or sharing a clever shortcut you've discovered. If you're passionate about crafting great web experiences and love working alongside people who value both professionalism and a bit of fun, this is the role for you.

What We Offer:

A Full Range Of Additional Benefits, Including:

- Pension scheme
- Free eye tests
- Mental well-being support
- Discounts with our partners
- Regular company events
- Weekly yoga wellness sessions
- And everything else you'd expect from a top digital agency!

Location: Rainford, St Helens

Salary: £26,000 - £32,000

Holidays: 22 Days + Bank Holidays

Personal Development: Customised Development Plan & Clear Career Progression

Join us as a Web Developer - if you're passionate about writing clean, scalable code, collaborating across teams, and delivering seamless web experiences for our clients, we want to connect.