



Discover  
something *new!*

## Job Description

<b>Title:</b>	Front End Developer
<b>Type:</b>	Permanent, Full time
<b>Start date:</b>	ASAP
<b>Hours:</b>	40 hours per week
<b>Salary:</b>	Competitive, dependent on experience
<b>Location:</b>	This role is 100% based at our new HQ in Snodland, Kent (not remote working)

### Who is Must Have Ideas?

Whilst still only young, we're one of the UK's fastest growing ecommerce brands, helping over 2 million customers 'discover something new' every year. One in ten homes in the UK now have one of our clever, problem-solving products and we're widely recognised as one of the leading ecommerce innovators of the past few years. Named by The Sunday Times as the 66<sup>th</sup> fastest growing company in 2024, we're a British success story and our incredible growth isn't stopping any time soon – and we'd love you to join us on this exciting journey!

### The Team

You'll be working with a group of great people who think independently but collaborate as a strong team to deliver exceptional results. Career progression? Absolutely - there are plenty of opportunities to grow and develop, as our rapid growth continues.

### We're fully office-based

We believe that we are at our best when we're together, and that's why our team fully works from our office from our swanky new offices in Snodland, near Maidstone. This facilitates easier collaboration, encourages conversations, and sparks creativity. And there's some pretty sweet incentives to coming to the office, too, including free breakfast every day!

### This Role

This is an excellent opportunity to join us on our fast-growth journey!

We're seeking a creative and adaptable individual to join our dynamic design team in a brand-new role. Reporting to both the Head of Design and IT Director, with a direct connection to the Conversion Rate Optimisation Lead, this position offers an exciting opportunity to shape its scope and grow within the company.

Initially focused on supporting the design team in creating and optimising landing pages, this role will play a critical part in transforming workflows and processes. There is significant potential for involvement in A/B testing and broader website optimisation initiatives, making this a perfect role for someone passionate about web performance and user experience.

Your responsibilities will include:

- **Landing Page Development:**  
Convert design mockups from the design team into fully functional, high-performing landing pages.
- **Website Updates and Fixes:**  
Ensure timely updates and resolution of bugs across the website to maintain optimal functionality.
- **UI/UX Optimisation:**  
Enhance the website's user experience through speed improvements, performance enhancements, and usability refinements, including implementing and analysing split tests.
- **Email Optimisation:**  
Support the team in optimising email templates for better engagement and conversion rates.

You'll excel in this role if you have the following skills & experience:

- **Technical Skills:**
  - Proficiency in Bootstrap 5.
  - Expertise in HTML, CSS, and JavaScript.
  - Strong understanding of web performance, with a focus on site speed optimisation.
- **Experience:**
  - Previous experience in e-commerce (preferred).
  - Proven ability to translate design concepts into functional web pages or components.
- **Soft Skills:**
  - Attention to detail and a proactive approach to problem-solving.
  - Strong communication skills to collaborate effectively across teams.

### **What's it like to work here?**

We know that our people are key to our success. That's why we strive to make MHI a great place to work – just ask our team. It's a friendly, welcoming and fun environment here. We've worked hard to create an amazing experience for our people because we know that workplace happiness goes way beyond just your salary. We're proud to offer one of the best packages of team perks in the area, including:

- Free breakfast every morning
- Minimum of 25 days holiday per year as standard (plus more the longer you stay)
- Flexible hours
- Your birthday off work
- Free EV charging
- Free car washing
- Regular team and charity fundraising events
- Free products from our range
- Generous staff discount
- Company pension
- Casual dress code
- Free and unlimited sweets, cold & hot drinks

### **What happens next?**

If we think you could be a good fit, we'll be in touch to arrange an initial call to get to know you. If all goes well, you'll be invited to come and see our new state-of-the-art facilities and for a more in-depth conversation. We may ask you to complete a small task to show us your skills and there may be a second interview stage, too.

This is an excellent opportunity to join us while the company is still young and to be part of our high-growth journey, with all the opportunities that brings.

Must Have Ideas Ltd is an equal opportunities employer and we're working hard to build a diverse and inclusive workforce.