



Job Description

Position:	Software Developer
Salary Range:	35K – 50K Salary will be tailored to candidates' experience
Responsible to:	Directly responsible to the Software Director
Place of work:	JCT Offices, Nettleham, Lincoln UK

The Company: JCT Consultancy is a specialist company based in the picturesque village of Nettleham, just north of the thriving University City of Lincoln in the UK. The company specialises in traffic signal junction design and modelling and is the author of LinSig, the popular traffic modelling software which is used extensively throughout the UK and overseas. As well as software development the company also teaches traffic signal design and modelling to a range of public and private sector clients in the UK and overseas and also provides specialist modelling and design advice, consultancy services, and runs the annual JCT Traffic Signals Symposium.

Job opportunity: There is an exciting opportunity to join a small product driven company and work alongside a highly experienced team of software developers to produce several new desktop applications primarily in C# but with some C++. For this role we are looking for an experienced software developer with strong C#/.NET skills who enjoys taking ownership of technically challenging problems and wants to have a genuine influence on the development of our software products. A desire and preparedness to learn traffic signal modelling techniques and practices are also vital.

We are a small team where people are encouraged to share knowledge, solve problems together and take responsibility for the quality of the products we deliver.

We value good engineering, practical solutions and continuous improvement. While we have established products and codebases, we are committed to their ongoing development and improvement.

If you are an experienced software developer who enjoys ownership, technical problem-solving and building software that has a real-world purpose, we'd like to hear from you.

Key Responsibilities:

- Take ownership of significant software features and development projects, working collaboratively with product experts and other developers to plan requirements, determine technical solutions and manage implementation
- Design, develop, test and debug product functionality and user interfaces in C#/.NET application code
- Work with and build on top of existing code bases as well as plan and develop new code.
- Liaise with customers and provide technical support to end-users
- Identify and implement performance improvements in application code
- Assist in the process for packaging and releasing software and with technical issues relating to licence management
- Attending occasional exhibitions, user groups and Symposia to explain JCT's software to customers and receive feedback

What We're Looking For:

- Self-motivated, organised and capable of taking ownership of work with minimal supervision
- A passion for software development and a strong personal interest in actively developing and maintaining knowledge of new software development trends and techniques
- A keen interest in learning industry standard traffic signal modelling and design skills to ensure software products meet customer needs. Comprehensive training will be provided using the company's own training courses
- Ability to work closely with others in a small team
- Good interpersonal skills for customer liaison and excellent English written and oral communication skills
- A commitment to professional development and enhancing skills both through company provided training and personal research
- Prepared to work to company code standards whilst contributing to the improvement and evolution of standards

Essential Job Skills:

- Proficiency and in depth understanding of C# with a focus on desktop applications
- Significant understanding and experience of .NET
- Significant professional software development experience, including experience taking ownership of complex technical work and/or providing technical leadership to other developers
- Have an interest/aptitude in maths and/or engineering as well as software development
- Ability to formulate and communicate solutions to complex problems

Desirable Job Skills

- Experience of developing for WinForms using C#
- Experience of .NET Framework
- Familiarity with Microsoft Visual Studio
- Experience of developing C++/MFC
- Experience of developing graphical CAD style desktop applications, in particular experience of Direct2D or similar
- Experience of developing mathematical, engineering, or scientific software applications
- Familiarity with Mercurial SCM
- Experience of working with Windows Server and MySQL

Rewards Package

- Opportunity to influence architecture, engineering practices and future development of products
- See your work used by customers in the UK and Internationally
- 25 days annual leave (plus Bank Holidays) and an additional 3 days for company closure of the Christmas period
- Company Pension scheme with generous company contribution
- Private Medical Insurance after one year of employment (subject to acceptance by Insurer and maximum premium limit)
- Comprehensive training in traffic modelling and access to the company's professional approved training courses
- A flexible informal working environment with short communication paths, direct access to experienced traffic signal engineers and the opportunity to see your decisions have a direct and immediate impact

July 2026