

# Job Vacancy

Realise the next step  
of your career

## Digital Development Manager

POSITION TYPE: Full time, permanent

LOCATION: Ipswich, Suffolk



# Introduction

## Your privacy

Bauder treats personal data collected while managing your job application in accordance with our Data Protection Policy. Information about how your data is used and the basis for processing your data is provided in our Job Applicant Privacy Notice, this is published to our website within the [Careers Section](#) or available upon request from the [HR Department](#).

## About us

Bauder is a leading international manufacturer of building construction materials for flat roofs. We provide our clients with a complete technical roofing solution and package from inception to completion, to meet their every requirement. Our service is centred upon our dedication to provide a waterproofing system that fully understands all the individual issues of any project and fully responds to the needs of the client.

Our flat roof systems are designed to provide a high quality, single source solution for every application and client need. Whether green roofing to bitumen membrane, and from hot melt to cold liquid applied, right through to BauderSOLAR PV panels, giving energy for sustainability.

Bauder flat roofs represent an industry leading commitment to deliver technologically advanced roofing products, which meet the diverse needs of the roofing industry in terms of budget, performance and function of the highest quality. The Bauder name is synonymous for quality, design and service.

Our people focused culture originates from a strong family ethos and the belief that our success is determined through our people, who are at the very heart of what we do.

## Fit to team and skillset drives our success

We place great attention to detail on recruiting the right person, team fit is as important to us as skillset and people join us for a career and not just a job. We have fun whilst we work and reward, recognise and develop the capabilities of our people. The commitment from all our people undoubtedly drives the high levels of business performance and success enjoyed today.

*‘you work with friends not colleagues’ (Area Technical Manager)*

*‘the Company really looks after you as a person’ (Technical Administrator)*

*‘there is a strong commitment to employees and sense of trust and fairness’ (Manager)*

Would you like to be part of an extremely successful, team spirited business, with a motivated people driven culture? A business which focuses upon building your career, supporting and encouraging your development and fostering autonomy, ownership and accountability. We offer a highly competitive remuneration package and lifecycle of benefits, designed to protect you and your family. Our accolades validate our employer credentials, we were the first in our sector to be awarded the prestigious Investors in People Platinum award and are proud to be reaccredited in 2024 for the third time at platinum level as well as achieving the ‘We invest in Wellbeing’ Gold award on our first attempt.

**Bauder is an Equal Opportunities employer**

Bauder Ltd  
Human Resources, 70 Landseer Road, Ipswich, Suffolk, IP3 0DH England  
T: 01473 257671 E: [info@bauder.co.uk](mailto:info@bauder.co.uk) W: [bauder.co.uk](http://bauder.co.uk)



**INVESTORS IN PEOPLE™**  
We invest in people Platinum

**INVESTORS IN PEOPLE®**  
We invest in wellbeing Gold

# Job Specification

Mar 2025-v1

## Objective:

We're seeking a dynamic and experienced Digital Development Manager to drive our digital growth journey. This is an exciting new role to the business. Reporting into the Head of IT, the postholder will help to spearhead digital innovation across our business. The role will require a passion for leadership, and combines hands-on expertise alongside team development, in a fast-paced environment where you will be responsible for delivering technical digital enhancements. This role will call for someone who is highly effective and efficient at leveraging and implementing Microsoft and broader technologies in order to support the long-term business digital strategy and keep the business at the forefront of everything we do.

## Key objectives:

- Lead the business application support team, managing workloads and day-to-day team management
- Actively contribute to hands-on development tasks, ensuring the delivery of high-quality builds and technical solutions
- Introduce and maintain new development processes, ensuring compliant and secure lifecycles of our digital solutions
- Seek out opportunities to innovate and enhance our digital portfolio, integrating with existing key technologies and data
- Oversee development and administration of Power BI
- Establish a robust data and reporting strategy
- Write clean efficient and maintainable code
- Introducing low / no code solutions across the business, optimising our Microsoft stack
- Ensure integration of digital platforms with core systems, maintaining, accessibility, inclusivity and security

## Key skills/qualifications/criteria:

- Proven experience in user interface design, managing secure applications, client-server communication and database access
- Ability to understand complex RESTful web API's
- Experience in digital development leadership roles
- In-depth knowledge of web and development technologies such as HTML 5, CSS, HTTP, JavaScript, PHP, .NET
- Extensive knowledge of Microsoft Power Platforms, including but not limited to Power Apps, Power BI, Power Automate, Dataverse and Microsoft Fabric
- Strong understanding of emerging technologies in business contexts
- Strong data, AI and machine learning understanding
- Familiarity with agile methodologies
- Knowledge of CRM systems, Salesforce and ERP systems

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- Networking knowledge
- Strong understanding of Microsoft Azure/cloud technologies
- Solid technical skills and understanding
- Previous experience of managing and leading a team, able to mentor and coach other team members

## Person Specification:

- Confident, engaging, a positive and proactive approach
- Strong and demonstrative leadership skills and ability
- Excellent communication skills, verbal and written, with the ability to engage with stakeholders at all levels
- High level of proactivity with the ability to show initiative
- Excellent problem-solving skills
- Strong time management skills, with competence in prioritising tasks independently
- Ability to multitask and work effectively under pressure
- Ability to demonstrate understanding around IT governance, controls and risk management
- Demonstrable customer focus

## Salary and Company Benefits:

- Annual salary depending upon experience
- Annual company performance bonus
- Life Assurance (7x Basic Salary)
- Income Protection Insurance (automatic inclusion following completion of 6 months' service)
- AXA PPP Healthcare (following successful completion of probationary period)
- Competitive company pension scheme with a long service enhancement
- 20 days annual leave, rising to 25 days after completion of 1 years' service, plus statutory bank holidays and discretionary paid leave during Christmas shut-down (equating to an additional 3-5 days leave)
- Bauder Development programme:
  - ⇒ Progressive training and development opportunities including access to a self-elected annual training programme, one-to-one personal development, structured appraisals etc.
  - ⇒ Extensive Onboarding Process, including tailored induction and training
- Bauder Wellness Programme:
  - ⇒ Access to; annual Bauder Wellness calendar of Wellness focussed training, mental health training, a wide number of initiatives across the business, workshops, gifts and information etc.

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## **Chris Sandford, Head of IT**

*Bauder is known as the market leader in the UK for flat roofing manufacturers and our IT team is an integral part of our daily operations. In today's digital age, we are committed to delivering operational excellence and fostering a strong customer service ethos within our team. Ensuring our colleagues are equipped with the tools and high-quality support they need to thrive.*

*Innovation plays a key role in our continued overall business success, our mission goes beyond maintaining and upgrading systems – we aim to optimise and leverage technology to achieve a competitive advantage.*

*The IT environment at Bauder is fast paced, dynamic, and highly rewarding. We take pride in our fantastic team culture, where collaboration and mutual support are paramount.*

*Joining our team, you'll immediately notice the positive and collaborative atmosphere, and I will support you every step of the way as you grow and succeed in your role.*

*If this sounds like an exciting opportunity, I would love to hear from you! Get in touch to find out more.*

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**UNITED KINGDOM**

Bauder Limited  
70 Landseer Road, Ipswich, Suffolk  
IP3 0DH, England  
T: +44 (0)1473 257671  
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[bauder.co.uk](http://bauder.co.uk)

**IRELAND**

Bauder Limited  
O'Duffy Centre, Carrickmacross,  
Co. Monaghan, Ireland  
T: +353 (0)42 9692 333  
E: [info@bauder.ie](mailto:info@bauder.ie)  
[bauder.ie](http://bauder.ie)

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