



SPITFIRE INBOUND (PTY) LTD

SPITFIRE SENIOR HUBSPOT DEVELOPER ROLE JOB DESCRIPTION

REPORTS TO: Head of Development

JOB DESCRIPTION

ROLE PURPOSE:

The Senior HubSpot Developer will play a pivotal role in driving technical innovation and excellence within Spitfire Inbound. This role demands a blend of technical expertise, strategic thinking, and exceptional client-facing skills. The ideal candidate will lead large-scale technical projects, develop advanced integrations, and guide clients through their digital transformation journey, ensuring the delivery of measurable results.

ROLE TASKS & RESPONSIBILITIES:

Technical Leadership

- Develop, and maintain HubSpot websites, custom themes, modules, and templates.
- Create and manage complex HubSpot integrations with third-party systems (e.g., CRMs, ERPs, APIs).
- Write scalable, high-quality code using programming languages such as JavaScript, Python, and HubL.
- Ensure all technical solutions adhere to best practices and current industry standards.

Strategic Thinking

- Partner with leadership to align technical capabilities with Spitfire's overarching business goals.
- Assess client needs and recommend technical solutions that deliver measurable business value.
- Evaluate and adopt emerging technologies and processes to enhance efficiency and client satisfaction.
- Contribute to project scoping exercises and assist project managers with planning technical projects.

Client Engagement

- Serve as a trusted technical advisor to clients, translating complex technical concepts into accessible language.
- Engage with C-suite and executive-level stakeholders to scope, plan, and execute major technical initiatives.



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- Facilitate technical workshops and discovery sessions to identify opportunities for innovation and optimization.

Team Collaboration

- Mentor and guide junior developers, fostering a culture of collaboration and continuous professional growth.
- Collaborate closely with marketing strategists, designers, project managers and account managers to deliver seamless, end-to-end solutions.

Strategic and Business Acumen

- Demonstrated ability to align technical solutions with business objectives.
- Strong analytical and problem-solving skills with a focus on delivering business outcomes.
- Experience in scoping, managing, and executing complex, high-impact projects in conjunction with project managers.

Client-Facing Competencies

- Excellent communication skills for engaging with technical and non-technical stakeholders.
- Confidence in presenting and defending technical solutions to executive audiences.
- Proven experience leading workshops and discovery sessions.

Personal Attributes

- Highly organized with outstanding problem-solving skills.
- Self-motivated, results-driven, and proactive.
- A collaborative team player who thrives in fast-paced environments.

TECHNICAL SKILLS:

- Experience in HubSpot development, including CMS, API integrations, and CRM customization.
- Advanced proficiency in programming languages such as JavaScript, Python, and HubL.
- Good grasp of front end technologies such as HTML and CSS. Experience with frameworks like React is preferable.
- Knowledge of HubSpot tools: Marketing Hub, Sales Hub, CMS Hub, and Service Hub.
- Experience with RESTful APIs, webhooks, and data formats like JSON/XML.
- Familiarity with platforms like AWS, Azure, Zapier, and other middleware solutions.
- Expertise in responsive design, UX/UI principles, and website performance optimization.

BEHAVIOURAL COMPETENCIES REQUIRED:

Critical

- Generating ideas
- Following Procedures

- Meeting Timescales
- Taking Action
- Producing Output
- Managing Tasks
- Making Decisions
- Articulating Information

Important

- Examining Information
- Team Working
- Inviting Feedback
- Embracing Change
- Developing Strategies
- Developing Expertise

We value our employees and go the extra mile to make sure you receive a learning experience that fits your career goals. You will become extremely knowledgeable in online communication and understanding online marketing and business development in a fast-paced and exciting setting. You will also learn how to work in a professional environment and have ample opportunity to network with department leaders and other professionals throughout the company and industry.