



BPP Job Description

Job Title	Senior Salesforce Engineer
Department	Group IT - Software
Location	Home and office based
Travel requirements	There will be a requirement for occasional travel to other BPP sites within UK and Ireland, and potentially subsidiary locations worldwide
Contract type	Full time and permanent
Hours of work	Monday-Friday, 37.5 hours per week
Reporting to	Engineering Manager
Collaborating with	Software Engineers, Product Owners, Architecture, Subsidiary IT Teams and Business Stakeholders

Job Purpose

We are seeking a Senior Salesforce Engineer to design, develop, and maintain scalable Salesforce solutions across multiple business units and subsidiary organizations. This role blends technical expertise in development, architecture, and administration with the ability to mentor a Junior Salesforce Administrator and contribute to our future global Salesforce strategy.

Key Responsibilities

- Build and maintain advanced Salesforce solutions, ensuring scalability, maintainability, and alignment with business objectives.
- Lead implementation and optimization of Salesforce features, advocating for best practices in performance and data integrity.
- Conduct **code reviews**, enforce quality standards, and champion robust testing methodologies for reliable deployments.
- Analyse and troubleshoot production issues, driving timely and impactful resolutions across Salesforce environments.
- Collaborate closely with cross-functional teams to capture and articulate requirements, ensuring solutions meet user and business needs.
- Promote **data governance and privacy compliance**, embedding these principles in all Salesforce solutions.

- Mentor and coach junior team members, fostering a culture of continuous learning and technical excellence.

Skills, experience & qualifications required – Essential

- Proven experience as a Salesforce Engineer with strong expertise in **Apex, Visualforce, and Lightning Components**.
- Proficiency in **Salesforce APIs** for integrations and extending platform capabilities.
- Skilled in **solution design, data modelling**, and building user-friendly, technically sound Salesforce solutions.
- Experience with **Agile methodologies**, demonstrating a collaborative and iterative approach to delivery.
- Ability to mentor junior team members and contribute to team capability growth.
- Strong problem-solving mindset and excellent communication skills for stakeholder engagement.

Skills, experience & qualifications required – Desirable

- Familiarity with **Salesforce DX, Salesforce CLI, Git-based CI/CD**, and modern development practices.
- Exposure to **event-driven architectures** and integration tools such as **MuleSoft**.
- Experience with **Salesforce Cloud Platforms** (Service Cloud, Sales Cloud, CPQ, Billing).
- Knowledge of **Salesforce data tools** (e.g., Einstein Analytics) and best practices for data quality and governance.