



# IT Developer & Systems Specialist

## Are you ready for an exciting challenge in our Development Department?

This is a newly created hybrid IT and development role, ideal for a candidate who is passionate about technology and comfortable using AI tools (particularly Claude by Anthropic) as part of their development workflow.

This role reports directly to the CEO, who has both the time and commitment to support this project and this person. We look after our people, we invest in them, and we want everyone to enjoy the work they do.

We're honest: from a technology point of view, we're behind where we need to be. But we're absolutely determined to change that, and we want to do it fast. We work agile, we deploy quickly, and we're not afraid to take risks. With AI-augmented development, we believe we can leapfrog years of missed progress.

This is a rare opportunity to have genuine ownership and impact. You won't be a cog in a machine - you'll shape our entire technology direction. We have a broad vision of what we want to achieve, and we need someone who can help us refine those ideas and deliver them.

## About United Rental Group

United Rental Group is the UK's leading licensee network of independent vehicle hire companies. We manage close to 600 licensees, operating from around 700 locations nationwide, providing car, van, truck, and specialist vehicle rental services. Based in Chesterfield, Derbyshire, we are a small team with under 100 people and have been operating since 1991.

Don't let our team size fool you - we are an enormously financially successful business, generating between £17m and £30m in annual profit in recent years. We're a proud BVRLA member and part of the East Midlands Chamber.

We foster a vibrant, fast-paced environment where energy, enthusiasm, and motivation thrive. You'll be joining a team of passionate professionals who love what they do. Our culture is built on collaboration, shared values, and a commitment to high performance.

## Technical skills required & What we are looking for

### Essential

- Experience in Computer Science, Software Engineering, Information Technology, or a closely related discipline
- Demonstrable coding ability in at least one of: Python, JavaScript, or C# (we expect you to use AI to augment your skills, not replace them)
- Experience using Claude or similar AI coding assistants, with an understanding of prompt engineering and when to trust (or not trust) AI-generated code
- Solid understanding of databases (SQL), APIs, and web technologies
- Familiarity with Microsoft 365 and its admin/development capabilities
- Strong communication skills – able to explain technical concepts to non-technical colleagues and present ideas to senior leadership



- Self-motivated, proactive, and comfortable working with minimal supervision in a fast-paced environment
- Creative problem solver – able to take vague requirements, sharpen them, and deliver working solutions

### **Desirable**

- Experience with Power Platform (Power Apps, Power Automate, Power BI)
- Knowledge of CRM systems (HubSpot, Salesforce, Dynamics 365, or similar)
- Understanding of networking, security fundamentals, and cloud services (Azure/AWS)
- Any personal or university projects demonstrating initiative (GitHub portfolio, side projects, hackathons)
- Entrepreneurial mindset – experience working in or with small businesses

## **Key Responsibilities**

### **Pipeline & Inventory Management**

- Design and build a pipeline management and inventory management system to more effectively sell cars and commercial vehicles across our network
- Create dashboards that give operational visibility into stock levels, sales performance, and deal flow
- Work with the sales and operations teams to understand their needs and deliver practical solutions

### **Residual Value Forecasting**

- Build a forecasting tool for residual values and asset assessment across our vehicle fleet
- Incorporate market data, vehicle age, mileage, and condition into predictive models
- Help the business make better decisions about vehicle acquisition, pricing, and disposal

### **CRM Development**

- Research, recommend, and help build a bespoke CRM system tailored to our business
- Manage data migration from existing SharePoint worksheets and systems into the new CRM
- Configure workflows, automations, and reporting within the CRM
- Train colleagues on CRM usage and create user guides

### **Database & Systems Integration**

- Design and build a centralised database to replace the current network of SharePoint worksheets
- Integrate systems where possible (Key2 back-office system, M365, CRM)
- Develop internal tools and dashboards to improve operational visibility across the business

### **IT Support & M365 Administration**

- Administer and optimise the M365 environment (Teams, SharePoint, Exchange, Power Platform)
- Provide day-to-day IT support and troubleshooting for approximately 90 team members



- Identify and implement productivity improvements using Power Automate, Power Apps, and Power BI

## AI-Augmented Development

### Benefits

- Company car (electric vehicle) along with free on-site parking for a stress free commute
- Private health insurance & private dental cover following a successful probation period
- On-site gym facilities to support a healthy work-life balance.
- Company pension scheme
- 26 days annual leave plus bank holidays
- Claude Pro subscription and development tools budget covered by the company
- Annual training and certification budget to support professional development

### Working Hours

This role is full time at 40 hours per week, Monday to Friday, occasional flexibility may be required, with the option of hybrid working (2-3 days in our Chesterfield office)

### How to Apply

Please submit your application including the below to Kerry Apps at [Kerry.Apps@URG.co.uk](mailto:Kerry.Apps@URG.co.uk) :

- Your CV
- Salary Expectations
- A brief cover letter (max 1 page) explaining why this role excites you and how you use AI in your work
- A link to your GitHub profile or any relevant project work (if available)

**Closing Date: Friday 17<sup>th</sup> April 2026**

