**Job Description**

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| **Job Title** | **SOFTWARE DEVELOPER** |
| **Reporting to** | Head of Programming / Partner |
| **Pay Band** | Competitive salary, subject to experience |
| **Role Scope**  Why the job is there (its overall purpose) – *what* it’s responsible for  *How* the job holder needs to carry out this role, e.g. through demonstrating the behaviours (‘be accountable’, ‘get the right things done efficiently’ and ‘work with others to do it, directly, fairly and consistently’). | To design, develop and support class leading web based programmes and applications which lead to innovative improvements in health and social care.  In carrying out this work, the job holder will:   * design, develop, test, deploy, support and improve software, * manage individual project priorities, deadlines and deliverables, * research new technologies to solve problems and keep the company moving forwards. |
| **Key Accountabilities**  The size of the role will be determined by a maximum of 8 key accountabilities, these being the most important to the job. Any more than 8 will not make a difference to the size of the role. They should be one sentence statements that define the end results required of the role, including any key decisions, and any key financial accountabilities. | 1. Design, code and test and support quality software which meets specified requirements, standards and architecture. 2. Support the definition of standards as required. 3. Carry out peer code reviews and other quality assurance work to ensure company software is robust, secure and fit for purpose. 4. Contribute to specifying, planning and tracking work to ensure projects are properly defined and costed before development work begins and delivered on time and budget. |
| **Key interfaces**  Describe key contacts and stakeholders (internal and external) **critical** to the successful achievement of the accountabilities. Including identifying how the job holder works with other people to achieve accountabilities directly, fairly and consistently. | * Work with colleagues to understand and support the business context and priorities for development work. * Work with other members of the development team to ensure a shared and complementary technical approach. * Work with technical and non-technical customer staff as necessary to ensure effective specification, design, implementation and support. * Work with colleagues in the company’s Professional Services Team to support effective procurements. * Work with governance and security colleagues to support the effective application of data protection and other governance and security requirements. |
| **Knowledge**  The knowledge required to adequately fulfil duties of the role. | * Good understanding of the software design lifecycle, version control, programming, project documentation and work scheduling. * Good knowledge of user needs identification, user interface design and usability testing. * Good understanding of database design and systems security management at application, network and internet levels. * Understanding of project management methodologies including both waterfall and agile |
| **Skills**  Practical skills that are required to do the role. | *We are extremely flexible in how we recruit. If you don’t have the specific skills and experience detailed but have the ability to flex and pick up new things quickly, we’d like to hear from you:*  **Desired**   * Strong skills in web technologies (HTML, CSS, HTTP). * Interest and ability to learn and use other coding languages as needed.   **Advantageous**   * Ability to develop distributed systems (e.g. microservices / SOA). * Ability to write and use RESTful APIs.   **Desirable Non-Technical Skills**   * Ability to prioritise time and effort according to agreed priorities. * Good relationship management, communication and problem solving skills. * Good configuration management and change management skills. |
| **Experience**  Describing the work experience (**not year’s**) required to be able to fulfil the duties of the role. | **Required**   * Experience with one or more general purpose programming languages including, but not limited to: PHP, Golang, Javascript, Node.js, C,Lua. * Experience using databases to support web based services, such as MySQL, MariaDB,MongoDB, Key Value Stores. * Experience working in Unix / Linux environments.   **Advantageous**   * Experience writing and using unit tests. * Experience of Unix network programming. * Experience using Docker / Linux Containers   **Desirable**   * Experience of working effectively with other developers and IT professionals. * Demonstrable ability to deliver to scope, time and budget, ideally in both waterfall and agile project management environments. * Experience of using personal influence to shape direction, design and standards. |

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| **HEALTH & SAFETY**  All employees have a general duty in law to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions. Employees must understand and be committed to the company’s Health and Safety Policy statement and the Company’s safe working practices.  All employees must also be aware of and comply with all current health and safety legislation and other Company requirements that are relevant to their role. |
| **PROBITY AND CONFIDENTIALITY**  The company deals with confidential information with strict probity and governance requirements. The company is committed to upholding the highest standards in both regards and all employees must be aware of and comply with Company requirements in these areas. |
| **ADDITIONAL DUTIES**  This role profile takes account of the primary factors but recognises there may be a number of items required to fulfil the role, but which are not required to be detailed.  The post holder may therefore be required to carry out other duties and responsibilities. |

Last updated: 07/12/17