Person Specification

This form lists the essential and desirable requirements needed in order to do the job.

Applicants will be shortlisted **solely** on the extent to which they meet these requirements.

Job title: Integration Specialist (Developer)

Department/Division: DTS	**Accountable to:** Head of Data and Development

Competency	Criteria	E/D
Knowledge and Experience	Educated to degree level (or equivalent) in a technical subject, or relevant work experience in a technical field.	E
	Good general IT capability, with experience of Microsoft Office software applications in a Microsoft Windows environment.	E
	Strong knowledge and experience of SQL with the ability to write and understand complex queries.	E
	Strong demonstrable experience of development of scripts and stored procedures using Oracle PL/SQL to include: • data transformation • effective error handling • focus on performance • scheduled jobs	E
	Similar experience using Microsoft T-SQL is beneficial.	D
	Experience of working with multiple databases (including Oracle and/ or SQL Server) in a complex environment.	E
	Practical experience of working with graphical ETL, integration, and datapreparation tools to include: • extraction and blending of data from multiple sources • use of formulae and calculated fields to enhance data • transformations, filters, aggregation, sampling • tests and error handling • preparation of data for use in other tools such as Tableau	D
	Experience of data platforms such as Informatica, Mulesoft Anypoint, and Dell Boomi and best practice for data integrations via middleware	E
	Experience of the end to end development lifecycle on the MuleSoft Anypoint platform, including use and configuration of Design Centre, Exchange, Studio, API Manager and Runtime Manager.	E

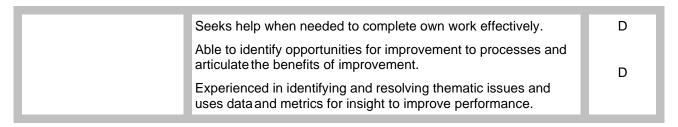|	
Experience of scripting with Python.	D
Experience of developing RESTful APIs using appropriate frameworks and language such as working with XML,XSLT, and XSD.	E
Experience in developing flows in Anypoint Studio to support different use cases, including batch based scheduled processing and asynchronous message queuing.	E
Experience of developing and using SOAP APIs and appropriate use of WSDL.	E
A solid understanding of MuleSoft's layered API Application Architecture (e.g. system, process, experience).	E
Experience of working with a design driven approach to developing APIs, starting with specifications.	E
Understanding of and familiarity with Enterprise Integration Patterns.	E
Good knowledge of data quality principles and techniques.	D
Demonstrates accuracy and a high standard of data literacy i.e. ability to read, understand, create, and communicate data as information.	D
Ability to produce clear and effective technical documentation including diagrams. Experience of Microsoft Visio is beneficial as is familiarity with use of Markdown format.	E
Understand source code control and versioning, and be able to effectively use tools such as Git	E
Familiarity with the GitLab environment to support the DevOps lifecycle including issue and work tracking.	E
Understanding of the importance of effective testing in the development process, preferably with demonstrate experience of writing and running tests.	D
Experience of working within a project management methodology e.g. Agile with Scrum	D
Experience of working with best-practice Change and Release Management Process.	D
Knowledge and awareness of cyber security and data protection policies.	D
Experience of liaising and working with application vendors and external suppliers	E
Experience of working in a Higher Education environment.	E
Ability to produce and interpret clear and effective technical documentation including sequence, program flow and entity	D

	relationship diagrams.	
	An understanding of good source code control, versioning, branching and deployment strategies, and be able to effectively use tools such as GitLab or GitHub.	E
	Experiencing in mentoring and supporting more junior developers, including knowledge transfer and coaching.	E
	Experience of testing and interacting with APIs via Postman.	E
	A good understanding of interpreting Anypoint logs when debugging APIs.	E
	The ability to consider different strategies to optimise APIs to improve performance, in both design of flows and DataWeave scripts.	D
	Experience in using a message queuing solution, such as RabbitMQ, AnypointMQ or Azure Queue Storage	D
Communication	Relevant experience of Salesforce (a key strategic platform for LSE)	D
	Relevant experience of one or more of the main business applications used at LSE TechnologyOne, SITS, ResourceLink.	D
	Has well-developed interpersonal and communication skills that make a positive impression and creates a demand for the services of the team.	E
	Experience of delivering clear and consistent communication with colleagues	E
	Ability to communicate using appropriate styles, methods, and timing, to maximise understanding and impact.	E
	Ability to present and communicate complex ideas and technical information to a range of audiences.	E
	Excellent communication skills with a good command of spoken and written English.	E
	Experience of communicating with third-party suppliers and external bodies.	D
	Handles challenging conversations or situations with confidence and can support others to do the same.	E
	Listens to, understands, respects, and accepts the value of different views, ideas, and ways of working.	E
Teamwork and Motivation	Role models enthusiasm and energy about their work and encourages others to do the same.	E
	Understands and supports the direction provided to the team	E

	and is able to delegate where appropriate.	
	Willingness to adapt and learn new skills.	E
	Calm under pressure and able to ask for support when needed.	E
	Has experience in mentoring colleagues in processes and behaviours	D
Liaison and Networking	Able to build relationships and connections with colleagues at different levels across an organisation.	E
	Able to share knowledge and experience with others openly and effectively.	E
	Experience of actively seeking engagement with colleagues across an organisation to understand priorities, issues, and concerns.	E
	Experience of facilitating retrospectives or feedback sessions with groups of colleagues to drive continuous improvement.	D
	Willing to actively participate in external activities e.g. user groups.	D
Influencing	Able to influence others on changes to processes and continuous service improvement.	E
	Evidence of ensuring staff members are treated with respect and experience of handling difficult feedback when behaviours are inappropriate.	E
	Can handle service escalations empathetically and with a positive attitude to seeking resolutions.	E
	Experience of relaying concerns from colleagues to affect change and drive the right behaviours.	D
Planning and Organising	Able to plan own work and deliver effective, agreed outcomes at pace	E
	Able to break down objectives into tasks and provide estimates of complexity, effort, and time.	E
	Able to act as technical lead and manage team-level projects.	D
	Can gather information independently from a variety of sources	E
	Follows processes effectively and efficiently	E
	Experience of leading a team	D
Initiative and Problem Solving	Combines curiosity with logic to investigate and diagnose issues.	E
	Able to operate independently and with autonomy to resolve unexpected situations.	E
		E

		Seeks help when needed to complete own work effectively.	D
		Able to identify opportunities for improvement to processes and articulate the benefits of improvement.	D
		Experienced in identifying and resolving thematic issues and uses data and metrics for insight to improve performance.	

E – Essential: requirements without which the job could not be done.
D – Desirable: requirements that would enable the candidate to perform the job well.