



## 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:** Software Developer

**Department/Division:** DTS

**Accountable to:** Head of Build and Design

Competency	Criteria	E/D
Knowledge and Experience	• Experience of developing web applications	E
	• Experience of client side web technologies (HTML, CSS, Javascript)	E
	• Experience of Java web development	E
	• Experience of object oriented design and development	E
	• Experience of SQL, Oracle PL/SQL	E
	• Experience of Groovy and Grails	D
	• Experience of AngularJS	D
	• Experience of Spring Java	D
	• Experience of Hibernate, JDBC	D
	• Experience of RabbitMQ	D
Communication	• Demonstrable ability to communicate using appropriate styles, methods and timing, including digital channels, to maximise understanding and impact.	E
	• Experience of taking a proactive approach to liaising with colleagues across an organisation.	E
	• Experience of delivering clear and consistent communication with team and colleagues	E
	• Confidently handle challenging conversations or situations and can support others in the process.	E
	• Listen to, understand, respect and accept the value of different views, ideas and ways of working	E
	• Excellent communication skills with a good command of the English language both orally and in writing.	E
	• Excellent face to face and telephone manner and able to support and empathise with users of the services	E
	• Act in a fair and respectful way in dealing with others including active listening to people's concerns and issues.	E
Teamwork, Motivation and Development	• Role model enthusiasm and energy about their work and encourage others to do the same	E



	<ul style="list-style-type: none"> <li>• High degree of enthusiasm for delivering the work of the department.</li> <li>• Understands purpose of role and how that contributes to the work of the team</li> <li>• Calm under pressure and able to ask for support when needed.</li> <li>• Open to taking on new roles and is enthusiastic about the role.</li> </ul>	E E E E
<b>Liaison and networking</b>	<ul style="list-style-type: none"> <li>• Experience of facilitating feedback sessions from groups of customers to understand concerns and issues.</li> <li>• Experience of sharing knowledge and experience with others openly and effectively.</li> <li>• Get to know colleagues across the division and understand how the team operates.</li> </ul>	E E E
<b>Service Delivery</b>	<ul style="list-style-type: none"> <li>• Demonstrable customer focused attitude.</li> <li>• Experience of working with best-practice Change and Release Management processes.</li> <li>• Knowledge of service level definitions and evidence of effective monitoring of service standards.</li> </ul>	E E E
<b>Planning and Organising</b>	<ul style="list-style-type: none"> <li>• Able to plan own work and deliver effective, agreed outcomes at pace.</li> <li>• Follows processes efficiently</li> <li>• Can identify process improvement and articulate benefits of improvement</li> </ul>	E E E
<b>Initiative and Problem Solving</b>	<ul style="list-style-type: none"> <li>• Ability to operate independently and resolve unexpected situations.</li> <li>• Ability to identify where improvements to process can be made</li> <li>• Seeks understand where process is mandatory and where opportunities to vary exist.</li> <li>• Seek help when needed to complete own work effectively</li> <li>• Can gather information independently</li> </ul>	E E E E E

**E – Essential: requirements without which the job could not be done.**

**D – Desirable: requirements that would enable the candidate to perform the job well.**