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: Digital Library Developer

Department/Division: Library   **Accountable to:** Head of Digital Scholarship & Innovation Group

Competency	Criteria	E/D
1. Knowledge and Experience	Educated to degree level or equivalent in computer science, library science or a related discipline, or a candidate with significant demonstrable experience.	E
	Good working knowledge and practical understanding of web development languages such as HTML, HTML5, Javascript or CSS.	E
	Experience in software development, ideally in several programming languages, and specifically in Ruby using the Ruby on Rails framework.	D
	Experience of developing web-based applications.	D
	Good understanding and experience of working with relational databases.	D
	Experience with development, testing and release cycles.	D
	Experience of digital library and/or institutional repository technologies (e.g. Fedora, Solr, Blacklight).	D
	Experience working within open source communities.	D
	Experience of digital library projects working within library, museum or archives context.	D

2. Communication	Demonstrated experience of producing technical documentation.	E
	Demonstrated ability to communicate effectively with a range of colleagues at all levels of seniority.	E
	Experience of capturing and analysing user requirements.	D
3. Teamwork and Motivation	Ability to work independently and flexibly as part of a team.	E
4. Service Delivery	Ability to understand service and user requirements and to refine system developments according to user feedback.	E
5. Initiative and Problem Solving	A proactive approach and the ability to use initiative in problem-solving, for example investigating and following a problem through to its solution by liaising with appropriate contacts.	E
6. Liaison and Networking	Proven ability to work with colleagues from other parts of an organisation and in external professional networks.	E
	Experience of working within a project team, liaising with other systems developers and user representatives.	D
7. Planning and Organisation	Ability to organise own work effectively to establish priorities and meet deadlines.	E
	Experience of planning future developments of a system or service, e.g. project scoping, producing technical roadmaps and plans.	D

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