


Job title: Software Developer

Attributes	Essential	Desirable
Experience	<ul style="list-style-type: none"> ▪ Experienced in software development, working across the entire software development cycle, using a variety of software design patterns. ▪ Ability to plan, execute, track and report on delivery progress against requirements. ▪ Knowledge of the Microsoft.Net framework and web development, including HTML, JavaScript and MVC. ▪ Experienced in designing and implementing relational databases in MS SQL Server. ▪ Competent in cloud architecture and technologies. ▪ Experienced in continuous improvement of development, integration and delivery processes. ▪ Experienced in Agile methodologies ▪ Experience of working as part of an agile software delivery team. ▪ Experience of providing customer support for in-house developed software solutions. 	<ul style="list-style-type: none"> ▪ Microsoft Certified Azure Developer Associate. ▪ NET development using C# and Visual Studio. ▪ ASP.NET development using MVC 4/5. ▪ Web application frameworks such as KnockoutJS. ▪ Web services, including creation and consumption of WCF and Web API services. ▪ Microsoft Entity Framework, Linq and LinqToSQL. ▪ Source Control Management systems. ▪ Cloud technologies, such as MS Azure or AWS. ▪ Continuous Integration and Deployment using Devops or similar. ▪ Unit testing frameworks such as Visual Studio and NUnit. ▪ Code quality tools and frameworks such as ReSharper. ▪ MSBI. ▪ Experience with test management tools and scripting ITIL.
Education, qualifications and training	<ul style="list-style-type: none"> ▪ Educated to degree level in Computer Sciences/Software Development, equivalent or relevant experience. 	
Skills and knowledge	<ul style="list-style-type: none"> ▪ Ability to work with customers and other developers to understand detailed requirements and design complete user experiences that meet customer needs and business needs. ▪ Analytical and trouble shooting skills. ▪ Excellent communication skills including the ability to interact well with both technical and non-technical individuals and groups. ▪ Ability to work under pressure and meet targets. 	<ul style="list-style-type: none"> ▪ Knowledge of trends and changes in social care.

	<ul style="list-style-type: none"> ▪ Ability to work at a high level of accuracy. ▪ Knowledge of software testing and quality assurance and its role in delivering excellent software solutions. ▪ Ability to work effectively as part of a geographically dispersed agile software delivery team. 	
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Competencies/ Key Performance Outcomes	Description
Effective Communication	<ul style="list-style-type: none"> ▪ Ability to communicate with stakeholders across all levels of the business. ▪ Ability to prepare written communication to a high standard. ▪ Ability to form constructive working relationships with people at all levels in the organisation.
Team Working	<ul style="list-style-type: none"> ▪ Values and makes use of the skills, knowledge and experience of others. ▪ Works co-operatively and supportively with others sharing knowledge and experience where appropriate.
Planning & Organising	<ul style="list-style-type: none"> ▪ Focuses on customer needs and satisfaction. ▪ Sets high standards for quality and quantity. ▪ Works in a systematic, methodical and orderly way.
Flexibility	<ul style="list-style-type: none"> ▪ Works productively in a high pressure environment and copes well with set backs. ▪ Adapts to changing circumstances. ▪ Accepts new ideas and change initiatives. ▪ Adapts interpersonal style to suit different people or situations.
Improvement Focus	<ul style="list-style-type: none"> ▪ Demonstrates analytical and systematic approach to problem solving. ▪ Ability to use knowledge and experience to consolidate information to make appropriate improvements. ▪ Demonstrate initiative, drive and determination to complete tasks and achieve objectives.

Please note – these are key performance outcomes to be used to recruit into the role.