

**Job Title: Senior Developer**

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| **Attributes** | **Essential** | **Desirable** |
| **Experience** | * Experienced in software development, 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 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 * Experienced in ETL | * .NET development using C# and Visual Studio * ASP.NET development using MVC 4/5 * Web application frameworks such as AngularJS * 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 TeamCity or similar * Unit testing frameworks such as Visual Studio and NUnit * Code quality tools and frameworks such as ReSharper * MSBI |
| **Education, Qualifications & Training** | * Educated to degree level in Computer Sciences/Software Development or equivalent or equivalent relevant experience |  |
| **Skills & Knowledge** | * 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. * 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 | * Knowledge of trends and changes in social care. |

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| **Competencies/Key Performance Outcomes** | **Description** |
| **Effective Communication** | * 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** | * 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** | * Focuses on customer needs and satisfaction. * Sets high standards for quality and quantity. * Works in a systematic, methodical and orderly way. |
| **Flexibility** | * 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** | * Demonstrates analytical and systematic approach to problem solving. * Ability to use knowledge and experience to gather and 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.**