

**Job Title: Senior Developer**

|  |  |  |
| --- | --- | --- |
| **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.
 |

|  |  |
| --- | --- |
| **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.**