**Developer**

As a developer you will work within a multi-disciplinary team of developers, designers, editors, analysts focussed on one or more products or projects.

Day-to-day you will be responsible for working with that team to design, create and improve new and existing products, platforms and transactions across government.

The main responsibilities of the post are:

* Building web and mobile products to serve a variety of citizens' needs.
* Implementing APIs for internal and external use.
* Building up a useful, robust automated test suite to support a Continuous Deployment environment.
* Being involved in the wider web development community, identifying good practices we can adopt and sharing our experiences.
* Sharing knowledge of tools and techniques with the wider team, both developers and non-developers
* Taking part in 2nd-line support of applications and platforms, including occasional support outside of office hours

###### **PERSON SPECIFICATION - COMPETENCES/SKILLS REQUIRED**

**Specialist Skills & Requirements**

**Essential**

* Experience building server-side web applications and detailed knowledge of at least one programming language (we use a range of languages including ruby, python and scala) and/or detailed understanding and experience of front-end web development (HTML/CSS/JS)
* An ability to communicate technical concepts to a non-technical audience
* Experience working on technical projects within a team
* Working knowledge of unix-like operating systems such as Linux and/or Mac OS X
* Knowledge of the use of version control systems such as subversion or git
* Ability to quickly research and learn new programming tools and techniques

**Desirable**

* Knowledge of relational and non-relational database systems
* System administration and configuration management skills
* Experience presenting work at user groups and conferences
* Experience of building and scaling high-traffic websites
* Understanding of the use of Responsive Web Design
* Experience of working with JavaScript libraries to produce data visualizations
* Experience of designing and maintaining public HTTP APIs
* Experience of handling large data sets and scaling their handling and storage

In addition to the specialist skills listed above successful candidates will need to demonstrate broad competencies as below.

***SETTING DIRECTION***

**Changing and Improving**

**Essential**

* Encourage a culture of innovation focused on adding value
* Spot warning signs of things going wrong and provide a decisive response to significant delivery challenges

**Making Effective Decisions**

**Essential**

* Weigh up data from various sources, recognising when to bring in experts/researchers to add to available information
* Identify the main issues in complex problems, clarify understanding or stakeholder expectations to seek best option

***DELIVERING RESULTS***

**Managing a Quality Service**

**Essential**

* Ensure the service offer thoroughly considers customers needs and a broad range of available methods to meet this, including new technology where relevant

**Delivering at Pace**

**Essential**

* Review, challenge and adjust performance levels to ensure quality outcomes are delivered on time, rewarding success

***ENGAGING PEOPLE***

**Leading and Communicating**

**Essential**

* Clarify strategies and plans, giving clear sense of direction and purpose for self and team
* Be visible to staff and stakeholders and regularly undertake activities to engage and build trust with people involved in area of work
* Confidently engage with stakeholders and colleagues at all levels to generate commitment to goals

**Collaborating and Partnering**

**Essential**

* Actively build and maintain a network of colleagues and contacts to achieve progress on objectives and shared interests

**Building Capability for All**

**Essential**

* Coach and support colleagues to take responsibility for their own development (through giving accountability, varied assignments and on-going feedback)
* Establish and drive intra and inter team discussions to learn from experience and adapt organisational processes and plans