##### Job Description

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| **Job Title:** | **Full Stack Developer (Junior)** |
| **Grade:** | **TBC** |
| **Job Evaluation ID Number:** | **PO3 (indicative)** |
| **Department:** | **Continuous Innovation Team (IT)** |
| **Reports to:** | **Continuous Innovation Manager** |
| **Responsible for:** | **N/A** |
| **Number of Posts Supervised Managed:** | **0** |

**Job Purpose**

Support the development, testing, and deployment of digital solutions that align with the Council’s enterprise architecture and strategic goals. The Junior Full Stack Developer will assist the Continuous Innovation Team in delivering user-centred digital services and enhancing the Council’s capacity to adapt to changing service needs. This role will contribute to automation and AI initiatives and help reduce reliance on external contractors by developing in-house solution

**Specific Accountabilities of the Role**

* Development and Implementation: Assist in the design, development, and maintenance of digital solutions, working on both front-end interfaces and back-end services under supervision. Ensure all solutions meet the Council's architectural standards and are scalable and secure.
* Collaboration: Work with senior developers, the Continuous Innovation Manager, IT trainer, and other stakeholders to translate business requirements into basic technical specifications. Liaise with 3rd-party providers when necessary, under the guidance of senior team members.
* Prototyping and R&D: Support the development of prototypes and assist with the evaluation of new digital technologies, particularly in relation to automation and AI projects. Contribute to research and development efforts to ensure that solutions remain up-to-date and cost-effective.
* Quality Assurance: Participate in testing and code reviews to ensure high-quality, maintainable code. Support the implementation of best practices, such as automated testing and continuous integration, as directed by senior developers.
* Agility: Contribute to the team’s agile approach by working iteratively, responding to feedback from users, and adapting solutions to meet evolving service needs.
* Support & Maintenance: Assist with the ongoing support and maintenance of deployed solutions, helping to ensure high availability and minimal service disruption. Resolve basic issues independently and escalate more complex problems to senior developers.
* Knowledge Sharing: Take part in learning opportunities and upskilling sessions with senior developers. Contribute to team resilience by building foundational knowledge across a variety of digital tools and methodologies.

**Statutory Requirements**

None

**General Accountabilities and Responsibilities**

* communicate clearly with stakeholders, facilitators, and partners.
* Use research to encourage inclusivity considering the diversity of users of government services and the need to make government services usable and accessible for everyone.
* ensure that staff who supply digital content understand the council’s digital priorities and the government design principles and the Digital Service Standard
* provide services that are fair and accessible to all, challenging existing practices that support the traditional culture and promote the customer first proposition across the council
* ensure compliance with appropriate legislation, council policies, the council constitution, financial rules, employee code of conduct and other requirements of the council
* promote the development of a high quality, individual needs led service
* ensure compliance, with and actively promote, the council’s equalities and diversity policies and strategies
* ensure compliance with, and actively promote, health and safety at work legislation, and council health and safety policies and procedures
* comply with the competencies and standard requisites agreed by the council as relevant to your post
* comply with the Data Protection Act 1998 (in summary to never disclose or make use of, for your private advantage, any information held on manual or computer records, which are not available to the public, however acquired)
* take responsibility for continuing self-development and participate in training and development activities

These duties are neither exclusive nor exhaustive and the postholder may be called upon to carry out such other appropriate duties as may be required by the line manager within the grading level of the post and the competence of the postholder.

**Person Specification Template**

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| **Post Title** | **Full Stack Developer** | **Grade** | **PO3 (Indicative)** |
| **Section, Division** | **Continuous Innovation Team (IT)** | **Date of Person Specification** | **October 2024** |

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| **Job Requirements** | | **Criteria**  **(E or D)** | **Method of Assessment** | **Job Requirements** | | **Criteria**  **(E or D)** | **Method of Assessment** |
| **Education, Training and Qualifications** | * Educated to degree level in Computer Science or related field, or equivalent relevant experience * Willingness to undertake further professional development in software development and related technologies | **E** | **AF1/I** | **Knowledge, Skills and Experience** | * Proficiency in front-end and back-end technologies, including HTML, CSS, JavaScript, and at least one back-end technology (e.g., Node.js, SharePoint, or similar) | E | **AF2/I** |
|  |  |  | * Experience working with cloud platforms such as Azure, AWS, or Google Cloud * An understanding of how to integrate with third-party services and external APIs in a development environment. * Ability to perform basic unit testing, debugging, and troubleshooting of web applications. | E | **AF3/I** |
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| **Communication, Contacts and Relationships** | * Ability to work with emerging technologies to create proof-of-concepts and solutions for future development * Willingness to contribute ideas and feedback during technical discussions | E | **AF4/1** | **Equalities and Diversity** |  |  |  |
| **Creativity and Innovation** | * Enthusiasm and curiosity for exploring and learning about emerging technologies to contribute to prototypes and proof-of-concepts | E | **AF5/I** | **Resources, Work Demands and Decisions** | * Understanding of IT security practices and data protection principles in application development * Understanding of good practice in relation to data handling, security, and governance in digital services | E | **AF6/I** |
| **Values Deliver** | * Demonstrate a willingness to find efficient and cost-effective technical solutions under the guidance of senior developers | E | V1 | **Values Inspires** | * Approach work with enthusiasm, and a willingness to learn and improve, while respecting others | E | V2 |
| **Values Respond** | * Take responsibility for assigned tasks and work to resolve basic technical issues with guidance from more senior team members | E | V3 |  |  |  |  |
| **Criteria** | E - Essential | | | **Method of Assessment** | A - Application Form | | |
| D - Desirable | | | C - Assessment Centre | | |
| **DWP “Disability Confident Employer” Accreditation**  Applicants with a disability or impairment will be shortlisted for interview if the meet the minimum (essential) criteria for the job.  **Armed Forces Community Covenant**  All personnel and veterans who have left the armed forces within the last 24 months will be offered an interview if they meet the minimum (essential) criteria for the job. | | | I - Interview | | |
| T - Test | | |
| W - Workplace Assessment or job trial | | |
| O - Other (please detail below) | | |

**Barking and Dagenham Council employees**​ 