



## Vacancy Notice INT04118

INTERPOL is the world's largest international police organization, with 196 Member Countries. Created in 1923, it facilitates cross-border police co-operation, and supports and assists all organizations, authorities, and services whose mission is to prevent or combat international crime. INTERPOL is now looking for a qualified candidate as Analyst Developer within the IT Projects and Products Sub-Directorate.

INTERPOL embraces diversity and is committed to achieving diversity and inclusion within its workforce. Qualified applicants from under-represented member countries and women are strongly encouraged to apply.

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<b>Job Title:</b>	Analyst Developer
<b>Reporting To:</b>	Head of the Development Department
<b>Location:</b>	Lyon, France
<b>Duration:</b>	3 years*, Fixed-Term Contract
<b>Grade:</b>	5
<b>Number of post:</b>	1
<b>Level of Security screening:</b>	Enhanced
<b>Deadline for application:</b>	26 May 2024

\*This position is financed by third-parties, external to the Organization with funding provided by the donor. Although there is a commitment from the donor, the appointment may be terminated prior to the initial official end date of project, should the external funding for this position no longer be available. This position also carries, in principle, no expectation of renewal. Any potential subsequent extension will be subject to the terms of the Organization's Staff Manual, to satisfactory performance and to availability of funds.

Tests/interviews in connection to this selection procedure will likely take place approximately 1/3 weeks after the deadline for applications. Applicants are kindly requested to plan their availability during this period accordingly, in case they are short-listed.

Selected candidates will be expected to report for duty approximately one to three months after receiving an offer of employment at the latest.

This selection exercise may be used to generate a reserve list of suitable candidates that may be contacted to address Organization's potential staffing needs in the future.

INTERPOL is an equal opportunity employer and welcomes the applications of all qualified candidates who are nationals of INTERPOL Member Countries, irrespective of their racial or ethnic origin, opinions or beliefs, gender, sexual orientation and disabilities.

INTERPOL places no restrictions on the eligibility of candidates, without distinction as to race or ethnic origin, religion, opinions, gender, sexual orientation or disabilities. However, the national policy and laws in force in INTERPOL host countries may mean that staff members' spouses or partners, while legally recognized by the Organization, are not given the same recognition when they reside in certain duty stations. When this is the case, the Organization will inform the candidates accordingly to ensure that they are aware of the situation and allow them to make an informed decision. Candidates are also encouraged to familiarize themselves with specific laws and policies that may impact their personal and family situation in the duty station to which they apply.

## INTRODUCTION OF POST

The Analyst Developer must understand the needs and expectations from end-users. The Analyst Developer will be in charge of developing, in autonomy, new features in current or new solution requested through the Business Requirements. He studies and breaks down the different functions and uses of any solution.

He/She should be capable of developing new applications as a whole, modify existing ones and document thoroughly any change. Furthermore, he/she must be capable of delivering an end-to-end development process, from the conception of the ideas until the testing, debugging and deployment into production. He could also be in the position to delegate developments tasks to external provider or Software Developers.

The Analyst Developer will work closely with the Continuous Delivery teams, Engineering Office, Systems team, Databases team, and occasionally with other units and INTERPOL Member Countries that might require assistance.

He/She carries out itself the unit tests.

## PRIMARY DUTIES

### DUTY 1: Develop existing and new tools and systems

- Understands and follows the roadmap/business requirements defined to develop new features in existing systems and develop new systems.
- Develops and maintains clear, concise, and maintainable code
- Performs regular code reviews to ensure code quality
- Applies security policies
- Develops automated test cases to ensure quality and performance of the developed products
- Supervises technical tests and writes testing documentation

### DUTY 2: Document source code and applications

- Uses and maintains existing technical documentation
- Documents all developments and changes done following the established guidelines
- Writes API documentation and detailed technical specifications

### DUTY 3: Maintain and setup new and existing environments

- Maintains and setups the development/testing environment and tools required for the job
- Assists on designing and implementing a CI/CD environment
- Resolves production issues and bugs in a timely manner

### DUTY 4: Organization of tasks

- Organization and planning of their own tasks (functional and organic analyses, programming work, use of ticketing tools)
- Evaluates complexity of different tasks
- Delegates tasks to internal/external partners/suppliers
- Assists the prioritization process

### DUTY 5: Assists INTERPOL units with the product and for outreach to INTERPOL Member Countries

- Represents the team in internal meetings
- Provides expertise
- Trainings
- Workshops
- Has contacts with officials on every level and with external administrations and partners about the solutions developed

### DUTY 6: Innovation

- Follows and shares the evolution of new technologies
- Be able to give strong input to staff for innovation
- Proposes improvements and automations to existing processes and associated products

Perform any other duties as required by the Supervisor.

## REQUIREMENTS

All candidates will be assessed on the under mentioned requirements

Please only include professional experience for which you can provide official proof of employment (i.e. pay-slip indicating your functional title, work certificates, etc.). You could be asked to provide copies of such documents prior to interviews/tests. Any discrepancies found between the information stated in any of your application documents and the evidence of employment provided, will be considered misrepresentation and may lead to your disqualification from this selection procedure. This is especially important for your current and previous functional titles (they need to be exactly the same as the one in your contractual agreement), exact dates of employment, description of responsibilities and achievements, reason(s) for leaving and part-time work.

### Training/Education required

- 3 to 4 years' education at a University or specialized higher education establishment.
- Other certifications including Agile or ITIL foundation are appreciated.

### Experience required

- At least 3 years' post graduate experience working in a development team role within the specified technologies
- Strong experience in Agile / Scrum or Kanban development environment(s)
- Experience on micro-services and event-driven architecture
- Experience in design, development and consumption of REST & SOAP APIs
- Experience with Continuous Integration and Continuous Delivery
- Experience of making technical decisions on enterprise projects
- Experience of mentoring and training junior team members
- Proven experience of consistent delivery of quality software.

### Languages

- Working knowledge of English is required. Fluency in English is highly desirable.
- Proficiency in a second official languages of the Organization (Arabic, French or Spanish) would be an additional asset

### Specific skills required

#### TECHNICAL SKILLS REQUIRED

- Java language / Spring Boot framework
- PostgreSQL
- Docker
- Git or other SCM
- Test driven development

#### DESIRABLE TECHNICAL SKILLS:

- MariaDB and/or Mongo DB
- DevSecOps approach
- Rabbit MQ
- Go
- Angular

### Special aptitudes required

- Strong communication, documentation & presentation skills.
- Critical thinking and good problem-solving skills
- Strong understanding of security best practices

## WORKING CONDITIONS

- Remuneration for appointment on contract: Salary scales of all duty stations of INTERPOL can be found at <https://www.interpol.int/What-you-can-do/Careers/Vacancies>. The starting point is step 1 and one additional step will be granted for every 3 years of fully relevant experience. The salary scales of INTERPOL's officials are adjusted at least once per year (more under exceptional circumstances) on the basis of the methodology used for the calculation of the Purchase Power Parity (PPP).
- The successful candidate may be offered appointment on a higher step depending upon professional background and experience. For more information regarding conditions of service see Employment conditions for contracted officials available on the Organization's career website (<https://www.interpol.int/What-you-can-do/Careers>).
- The incumbent may occasionally be required to work occasional overtime based upon workload and to go on missions.
- Within the limits of the applicable regulations in the duty station, INTERPOL supports selected candidates' visa applications and/or special residence permits.

In compliance with INTERPOL's Confidentiality regime the successful candidate will have to undergo a security screening according to the clearance level attached to the function.

- INTERPOL has four official languages: English, French, Spanish and Arabic.
- INTERPOL retains the right not to make any appointment to this vacancy, to make an appointment at a lower or upper grade, to make an appointment with a modified job description or for a shorter or longer duration than indicated above.
- INTERPOL would like to inform candidates that their application may be considered for other similar positions.
- INTERPOL operates a non-smoking policy.