

Job Title –Senior Python Developer

Profession- Python Developer

Directorate– Technology

Full Time equivalent- 37.5 hours

No of Roles– 2

Contract Type– Permanent

Location– Hybrid

UKHSA operates a hybrid working model where business needs allow. This provides us with greater flexibility about how and where we work, to get the best from our workforce. As a hybrid worker, you will be expected to spend a minimum of 60% of your contractual working hours (approximately 3 days a week pro rata,(averaged over a month) working at one of UKHSA's locations (Birmingham, Leeds, Liverpool, and London). Specialist or regional roles will be based at the appropriate UKHSA site. For certain roles, some additional flexibility may be possible, which will be agreed upon with the hiring manager based on individual requirements and business needs.

Working Pattern– Full Time /Part Time / Flexible Working/ Hybrid Working

Grade & Salary –Grade SEO. National banding- £38,724 - £44,393 Inner London –£42,716- £48,068 Outer London - £40,721- £46,231

This role comes with an Market Pay Supplement of up to £5,000

New entrants to the Civil Service are expected to start on the minimum of the pay band.

The internal roles rules apply to existing Civil Servants, i.e. level transfers move on current salary or the pay range minimum, transfers on promotion move to new pay range minimum or receive 10% increase. Either case is determined by whichever is the highest.

This is a hands-on development role in which you will develop and deploy new products as well as developing and enhancing UKHSA's existing products and apps.

You will work with business and technology stakeholders to translate business problems into technical designs. You will collaborate with UI, connectivity and DevOps teams in order to build elegant solutions to complex problems.

You will use the Scrum agile delivery methodology and deliver software in short iterations with frequent releases without compromising code quality, liaising with key internal and external stakeholders and providing technical direction on full-stack software development best practices.

The UKHSA Development and Operations team leads the digital transformation of UKHSA to make it a more data driven, customer focused, digital organisation. We do this by delivering services which meet and maintain the Government Digital Service (GDS) Digital by Default Service Standard (<https://www.gov.uk/service-manual/digital-by-default>).

Developers at UKHSA work collaboratively with stakeholders such as Data Scientists and Public Health officials to deliver software which helps to drive forward the mission of the agency. We employ modern best practices to deliver projects quickly, safely, and cost-effectively.

Potential for a specialist pay allowance of up to £5,000 could be available depending on a capability assessment.

- You will need a strong ability to collaborate with user researchers, sell and represent users internally and champion user research to focus on all users. This means an ability to understand users and identify them and their needs based on evidence.
- You should put users first, manage competing priorities and offer recommendations on the best tools and methods to be used.
- You will have experience of using modern standards for process automation and testing and be able to guide others in doing so.

Main Duties of the Job

- Implement new Python software products using modern development standards and techniques/technologies including test-driven and behaviour-driven development (TDD/BDD).
- Support and fix bugs in existing applications, using standard debugging tools to track down and identify root causes. Work independently to find solutions to identified problems and to work with the multi-disciplinary team to solve more challenging issues
- Design, create and test software sub-systems and component using proven software engineering practices. Integrate existing and proposed systems with other systems to promote interoperability between disparate systems
- Work in sprints in a multi-disciplinary Scrum team, collaborate and liaise with delivery managers, product owners and other stakeholders to identify business requirements and implement user stories
- Collaborate and work with multi-disciplinary team members, including technology and cloud service providers to ensure that knowledge is shared among members of the project team
- Continuously seek to improve your own knowledge of work areas and embrace the agile framework of software delivery methodology and aim to reach full agility with continuous integrations, delivery and deployment

- Research and recommend proven open-source tools and platforms that will support the ongoing delivery of UKHSA's products and developing functional and technical specification documentation for them
- Design systems that model processes that are characterised by different levels of risk, impact and business/technical complexity through selecting appropriate design standards, methods and tools. Review existing system design and identify ways to improve or adopt efficient use of resources
- Attend local and national meetings with key stakeholders and UKHSA's partner organisations

The post holder will develop working relationships and communicate regularly with a wide range of individuals, clinical and non-clinical, internal and external to UKHSA. This will include:

Internal

- Digital team
- ICT department
- Product owners across UKHSA
- Users within UKHSA including key business sponsors

External

- Software suppliers and design agency representatives
- Representatives of other bodies with NHS and Department of Health
- Government Digital Service

We pride ourselves as being an employer of choice, where Everyone Matters promoting equality opportunity to actively encourage applications from everyone, including groups currently underrepresented in our workforce.

UKHSA ethos is to be an inclusive organisation for all our staff and stakeholders. To create, nurture and sustain an inclusive culture, where differences drive innovative solutions to meet the needs of our workforce and wider communities. We do this through celebrating and protecting differences by removing barriers and promoting equity and equality of opportunity for all.

Essential Criteria:

- Understanding of front-end development technologies: HTML, CSS and JavaScript
- Strong understanding and experience of Python and ecosystem of packages
- Understanding of modern containerised deployment via CI/CD on the cloud
- Both SQL and NoSQL data manipulation experience
- Experience of developing and consuming RESTful APIs and web services

- Knowledge of object-oriented concepts and design patterns
- Experience of the principles and practices of agile development and the project lifecycle, and agile tools such as Jira or Redmine
- An understanding of and commitment to equality of opportunity and good working relationships

Desirable Criteria:

- Postgraduate or professional qualification or equivalent experience in relevant technologies
- Additional languages, or frontend technologies (React, Vue etc)
- Pytest