

Job Description and Person Specification

This job description lists the general tasks, functions and responsibilities of the role below, including the specifications and skills required.

Job title*

Lead Back-end Developer

Band

A2

Number of posts

1

Directorate

Digital Development

Contract type

Permanent

Duration if fixed term

Management responsibility

Team members

Reports to

Head of Development

Standard duties

To be added by recruiting manager

Purpose of role:

As a lead back-end developer you will provide technical leadership, working closely with developers and the wider team, to ensure high quality software is delivered in line with the product goals and delivery cycles. All developers within the Parliamentary Digital Service will have strong skills in software development for the web and be comfortable working within multidisciplinary agile teams focused on one or more products.

You will be keen to learn new tools, evolve best practice and lead through example.

You'll work with colleagues across the Digital Service and beyond and be part of a team who develop excellent digital services for a modern Parliament.

Key accountabilities:

In addition to the duties of back-end developers:

Team leadership

- Help to recruit, coach and mentor developers
- Provide technical leadership and direction to team members
- Demonstrate a broad and deep knowledge of software development technologies and the ability to judge when to apply them
- Demonstrate understanding of the wider organisation and help to build this up in your team

Back-end development

- Build web products and services to serve a variety of user needs, and take responsibility for the software you produce
- Implement best practice in application design, separation of concerns, coding conventions and working practice
- Identify the main issues in complex problems, help clarify understanding by the team and manage stakeholder expectations
- Work closely with web operation teams on the effective implementation of a continuous integration and deployment environment
- Share knowledge of tools and techniques with the wider team, both developers and non-developers
- Work with front-end developers, designers and user researchers to create prototypes through the early product discovery phase
- Act as an ambassador for digital at Parliament: share knowledge of tools and techniques with the wider community, e.g. show and tell, blog posts, tech talks at conferences

The duties above are not intended to be an exhaustive list. The job description may be reviewed periodically in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

Key internal relationships

Please list the key internal contacts with whom this post will need to work with e.g. Members, departments and specific posts.

- Developers
- Testers
- Web Operations
- Product Teams (Delivery Managers, Product Owners, Designers, User Researchers, Content Designers)
- Development Managers

Key external relationships

Please list the key external contacts with whom this post will need to work with e.g. the public, government departments, suppliers.

- Cross-government and public sector communities of discipline expertise
- Open source developer communities
- Third party software development suppliers

Person Specification

Standard skills and knowledge required

- Excellent written and verbal communication skills with the ability to present complex information clearly and effectively
- Strong interpersonal skills with proven ability to establish positive working relationships and influence and persuade at all levels
- Excellent planning and organisational skills within an agile working environment
- Strong teambuilding and management skills with the ability to motivate, lead and develop a small team ensuring resources are organised appropriately and effectively
- Strong sense of user needs and demonstrates the ability to place the user at the heart of decision making
- Creative design and troubleshooting skills when faced with a technical challenge. Ability to suggest multiple solutions and deliver results within agreed timescales.

Specific skills and knowledge required

To be added by the recruiting manager.

The following skills are essential:

- Ruby
- Rails
- Agile Methodologies
- Git
- REST and web services

You may be familiar with one or more of the following desirable skills:

- AWS
- CI/CD

Additional information regarding the post

Location

The post is located 7 Millbank

Hours

Full-time

Net conditioned full-time working hours for Parliamentary Digital Service staff are usually 36 per week. This excludes daily meal breaks of one hour. The hours of attendance for this post are 36 net per week, exact hours of attendance each day are to be agreed with line management.



Consideration will be given to candidates who wish to work part-time or as part of a job share. If you are selected for interview please inform the panel of the days/hours you are available to work.

For further information

Internal candidates should refer to the General Recruitment Information on the Employment intranet pages (select Careers & Development).

Those candidates who are shortlisted will be given details of any tests / assessments which will take place as part of the selection process.