

PERSON SPECIFICATION (7)
ISS Developer
Vacancy Ref: A3571

Criteria	Essential/ Desirable	How it will be assessed
Qualifications		
Educated to degree level or equivalent qualification or work experience in a relevant area	Essential	Application Form
Experience		
Experience of working effectively in a team-based software development role	Essential	Application Form/ Interview
Experience of working within an Agile software development team with a focus on continuous prioritisation and delivery of features	Desirable	Application Form/ Interview / Supporting Statement
Experience of working effectively with technical and non-technical users and of communicating technical information appropriately to a non-technical audience	Essential	Application Form/ Interview
Experience of working with configuration management/ container orchestration technologies	Desirable	Application Form / Interview
Skills and Abilities		
Ability to write excellent quality, well documented and efficient code in the required programming language PHP	Essential	Application Form / Supporting Statement / Interview / Test
Highly developed written communication skills and ability to explain information in a way that is easy to understand, targeting communication appropriately for audience	Essential	Application Form / Supporting Statement / Interview
Demonstrates an ability to assimilate and distil complex information	Essential	Supporting Statement / Interview
Able to contribute to group problem solving, looking beyond obvious solutions	Essential	Application Form/ Interview/ Supporting Statement
Ability to work independently and be able to deal with ambiguity	Essential	Application Form/ Interview/ Supporting Statement
Results driven, with a commitment to excellence and high standards	Essential	Interview
Ability to work with a high level of challenge and contribution to new ideas development, nurturing new ideas and motivating others	Essential	Application Form / Interview
Ability to effectively negotiate and effectively resolve work related conflict whilst working with a diverse range of stakeholders	Essential	Interview

Ability to build team relationships and be able to influence others whilst interacting with a diverse range of internal and external stakeholders	Essential	Interview/ References
Demonstrable experience of recognising trends and driving developments with a 6 to 12-month timeframe in line with strategic priorities	Essential	Supporting Statement / Interview
Adapts and responds well to change, manages pressure effectively and copes well with setbacks	Essential	Interview

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- **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to make a specific supporting statement. Normally used to evaluate factual evidence eg award of a PhD. Will be “scored” as part of the shortlisting process.
- **Supporting Statements** - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.