

**PERSON SPECIFICATION (8)**  
**Senior Developer**

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| **Criteria** | **Essential/ Desirable** | **How it will be assessed\*** |
| Minimum 3 years’ experience in a relevant area | Essential | Application Form |
| Experienced in writing excellent quality, well documented and efficient code in required programming languages | Essential | Interview |
| Highly developed written and oral communication skills and experience of explaining information in a way that is easy to understand and targeted appropriately for the audience | Essential | Supporting Statement / Interview |
| Able to make good decisions under time pressure, and answer questions in a variety of circumstances | Essential | Supporting Statement / Interview |
| Able to influence, mediate and resolve complex problems, situations and conflicts and work effectively with senior stakeholders. | Essential | Supporting Statement / Interview |
| Ability to work independently, translating requirements into technical specifications, and able to make decisions without sufficient information for certainty | Essential | Supporting Statement / Interview |
| Well-developed organisational skills | Essential | Interview |
| Ability to think highly creatively and generate new innovative ideas | Essential | Supporting Statement / Interview |
| Minimum 2 years' experience in a Senior Developer role | Desirable | Application Form |
| Experience of working as an independent developer preferably in a mixed team, including non-developers | Desirable | Supporting Statement / Interview |
| Understanding of the University and digital strategies | Desirable | Interview |
| Adapts and responds well to change, manages pressure effectively and copes well with setbacks | Desirable | 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** - applicant 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.