

PERSON SPECIFICATION

UX-UI Developer

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| Criteria  | Essential/ Desirable  | How it will be assessed  |
| Qualifications  |  |  |
| Educated to degree level or equivalent qualification or work experience in a relevant areas | 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 nontechnical users and of communicating technical information appropriately to a non-technical audience  | Essential  | Application Form/ Interview  |
| Experience mentoring or supporting less experienced developers, students, or contributors | Desirable | Interview |
| Experience of managing staff  | Desirable  | Application Form / Interview  |
| Skills and Abilities  |  |  |
| Ability to write excellent quality, well documented and efficient code in required programming languages  | Essential  | Application Form / Supporting Statement / Interview / Test  |
| Ability to design and architect solutions to complex problems using a range of available tools  | Essential  | Application Form / Supporting Statement / Interview / Test  |
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| Strong understanding of UX and accessibility principles and how to apply them in product design |

 | Essential | Application Form / Supporting Statement / Interview / Test |
| Ability to prototype, test, and iterate rapidly using real user feedback | 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. Can motivate others to find new ways of using and looking at technology, nurturing new ideas in self and others  | Essential  | Application Form / Interview  |
| Is able to recognise the value of conflict and be able to negotiate or moderate disagreements  | Essential  | Interview  |

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| 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  |
| Is able to think ahead 6-12 months to recognise trends which drive development. Able to understand and respond to Digital and University strategy to make good decisions  | Essential  | Supporting Statement / Interview  |
| Adapts and responds well to change, manages pressure effectively and copes well with setbacks  | Essential  | Interview  |