Lancaster University

PERSON SPECIFICATION
Developer
Vacancy Ref: N1998

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
Qualifications		
Relevant IT developer 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
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 produce well organised and structured written and verbal communications, including presenting effectively to small groups.	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 with support 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 generate high quality ideas and challenge standard approaches, motivating others and nurturing creative ideas in self and 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

Able to identify underlying symptoms and identify short terms tasks needed to accomplish overall goals with a 6 to 12-month timeframe	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** - 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.