<table>
<thead>
<tr>
<th>Criteria</th>
<th>Essential/ Desirable</th>
<th>How it will be assessed</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td></td>
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</tr>
<tr>
<td>Educated to degree level or equivalent qualification or work experience in a relevant area</td>
<td>Essential</td>
<td>Application Form</td>
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<tr>
<td><strong>Experience</strong></td>
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<tr>
<td>Experience of working effectively in a team-based software development role</td>
<td>Essential</td>
<td>Application Form/ Interview</td>
</tr>
<tr>
<td>Experience of working within an Agile software development team with a focus on continuous prioritisation and delivery of features</td>
<td>Desirable</td>
<td>Application Form/ Supporting Statement / Interview</td>
</tr>
<tr>
<td>Experience of working effectively with technical and non-technical users and of communicating technical information appropriately to a non-technical audience</td>
<td>Essential</td>
<td>Application Form/ Interview</td>
</tr>
<tr>
<td>Experience of managing staff</td>
<td>Desirable</td>
<td>Application Form / Interview</td>
</tr>
<tr>
<td><strong>Skills and Abilities</strong></td>
<td></td>
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<tr>
<td>Ability to write excellent quality, well documented and efficient code in required programming languages</td>
<td>Essential</td>
<td>Application Form / Supporting Statement / Interview</td>
</tr>
<tr>
<td>Highly developed written communication skills and ability to explain information in a way that is easy to understand, targeting communication appropriately for audience</td>
<td>Essential</td>
<td>Application Form / Supporting Statement / Interview</td>
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<tr>
<td>Demonstrates an ability to assimilate and distil complex information</td>
<td>Essential</td>
<td>Supporting Statement / Interview</td>
</tr>
<tr>
<td>Able to contribute to group problem solving, looking beyond obvious solutions</td>
<td>Essential</td>
<td>Application Form/ Supporting Statement / Interview</td>
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<tr>
<td>Ability to work independently and be able to deal with ambiguity</td>
<td>Essential</td>
<td>Application Form/ Supporting Statement/ Interview</td>
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<tr>
<td>Results driven, with a commitment to excellence and high standards</td>
<td>Essential</td>
<td>Interview</td>
</tr>
<tr>
<td>Ability to work with a high level of challenge and contribution to new ideas development, nurturing new ideas and motivating others</td>
<td>Essential</td>
<td>Application Form / Interview</td>
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<tr>
<td>Ability to effectively negotiate and effectively resolve work related conflict whilst working with a diverse range of stakeholders</td>
<td>Essential</td>
<td>Interview</td>
</tr>
<tr>
<td>Ability to build team relationships and be able to influence others whilst interacting with a diverse range of internal and external stakeholders</td>
<td>Essential</td>
<td>Interview</td>
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<tr>
<td>Demonstrable experience of recognising trends and driving developments with a 6 to 12-month timeframe in line with strategic priorities</td>
<td>Essential</td>
<td>Supporting Statement / Interview</td>
</tr>
<tr>
<td>Adapts and responds well to change, manages pressure effectively and copes well with setbacks</td>
<td>Essential</td>
<td>Interview</td>
</tr>
</tbody>
</table>

*  
  - **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence eg award of a qualification. 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.