

**PERSON SPECIFICATION**

**Developer, Information Systems Services**

**Vacancy Ref:**

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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 area | Essential | Application Form |
| **Knowledge and 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 with client-side web development technology (CSS, HTML, JavaScript, Vue.js, JSON, jQuery) | Essential | Supporting Statement / Interview |
| Experience delivering web applications using the Microsoft .NET Platform including C#, ASP.NET and related technologies. | Essential | Supporting Statement / Interview |
| Knowledge of database applications and systems. Microsoft SQL Server experience would be advantageous | Desirable | Supporting Statement / Interview |
| Knowledge of good Information Security practices and how these should be applied to web application development | Desirable | Supporting Statement / 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 |
| 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 |
| 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 |