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| This JD / PS is part of a “Job Track” review in ISS carried out in 2020. The purpose of this review, which included all roles within ISS was to:* Respond to staff feedback
* Ensure clear and fair language that is not biased to a specific gender or racial group
* Offer clarity to staff on how to move between roles
* Demonstrate clearer progression pathways between roles

*Note: When using this JD / PS for recruitment please remove this header section.* |
| Based on Existing JD / PS | <link to any templates> |  |
| Using Language Matrix | [Developer Matrix](https://livelancsac.sharepoint.com/%3Ap%3A/r/sites/Grp-ISSJobTrackReview/Shared%20Documents/General/Job%20Families/Work%20in%20progress/Developer/LanguageMatrix_Developer.pptx?d=wac6ba01b2ed64944869820a7be858ae6&csf=1&web=1&e=IGPxdw) |  |
| Original HERA | Date: None |  |
| Reviewed by ISS LT | Date: 29/11/2021 | Reviewer: CD |
| Reviewed by HR | Date: 29/11/21 | Reviewer: CE |

**PERSON SPECIFICATION (8)**
**ISS Developer Network Systems**

**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 **(Qualifications)** | Essential | Application Form |
| **Experience** |
| Experience of working effectively in a team-based software development role **(new)** | Essential | Application Form/ Interview |
| Experience of leading an Agile software development team with a focus on continuous prioritisation and delivery of features **(new)** | 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 **(new)** | Essential | Application Form/ Interview |
| Experience of managing and motivating staff **(new)** | 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  |
| Highly developed written communication skills and ability to explain information in a way that is easy to understand, targeting communication appropriately for audience **(Communication Skills)** | Essential | Application Form / Supporting Statement / Interview |
| Able to make good decisions under time pressure, and answer questions in a variety of circumstances **(Communications Skills)** | Essential | Application Form / Supporting Statement / Interview |
| Able to articulate complex technical concepts clearly and make effective oral presentations to a variety of audience **(Communications Skills)** | Essential | Application Form / Supporting Statement / Interview |
| Able to identify and anticipate hidden cross group problems and work to solve complex problems outside their own team (**Problem Solving)** | Essential | Supporting Statement / Interview |
| Able to influence, mediate and resolve complex situations and conflicts and work effectively with senior stakeholders. **(Problem Solving)** | Essential | Application Form/ Interview/ Supporting Statement |
| Ability to work independently, developing measurable goals, dealing with ambiguity whilst managing dependencies and able to make decisions without sufficient information for certainty **(Performance Management / Dealing with ambiguity)** | Essential | Application Form/ Interview/ Supporting Statement |
| Holds people accountable for meeting commitments, setting their own high standards for others to follow (**Drive for Results)** | Essential | Interview |
| Well-developed organisational skills, with experience of managing large portfolios of work (**Drive for Results)** | Essential | Interview |
| Ability to work with a high level of challenge and contribution to new ideas development, nurturing new ideas and inspiring creativity in others **(Creativity / Innovation)**  | Essential | Application Form / Interview |
| Ability to think highly creatively and generate new innovative ideas **(Creativity / Innovation)** |  |  |
| Ability to effectively negotiate and resolve work related conflict. Able to persuade, convince, negotiate and have a high level of political understanding within the organisation **(Negotiating and Conflict Management)** | Essential | Interview |
| Able to take initiative to help other team members, encouraging and inspiring respect, and acting as a role model to others. Able to set positive examples to create a progressive and forward-thinking environment, sharing credits for success and creating a feeling of belonging **(Team Spirit)** | Essential | Interview/ References |
| Demonstrable experience of recognising trends and driving developments with a 6 to 12-month timeframe in line with strategic priorities **(Strategic Thinking)** | Essential | Supporting Statement / Interview |
| Understanding of the University and Digital strategies and able to contribute to, inform and influence future strategic direction **(Strategic Thinking)** | Essential  | Supporting Statement / Interview |
| Outstanding judge of talent and able to think about how people will compliment each other when building teams **(Hiring and Staffing)** | Essential | Supporting Statement / Interview |
| Adapts and responds well to change, manages pressure effectively and copes well with setbacks | Essential | Interview |