

# P8207: Job Description & Person Specification

Last updated: 21 October 2019

## JOB DESCRIPTION

Post title:	Junior Frontend Developer		
Academic Unit/Service:	Engagement and Advancement (OneWeb)		
Faculty:	Chief Operating Officer		
Career Pathway:	Management, Specialist and Administrative (MSA)	Level:	3
Posts responsible to:	Lead Developer		
Posts responsible for:	None		
Post base:	Office Based		

Job purpose
To work as part of a team to deliver design and development of the University of Southampton digital products and service's interfaces whilst meeting the needs of our end users, industry standards.

Key accountabilities/primary responsibilities	% Time
<p>1. <b>Development</b></p> <ul style="list-style-type: none"> <li>• As part of a team, produce frontend production-ready Hypertext Markup Language (HTML), templates, Cascading Style Sheets (CSS) and JavaScript for use across a range of modern browsers and devices.</li> <li>• With support from the Lead Developer, to develop features and templates from frontend perspective that meet high-level accessibility standards.</li> <li>• In collaboration with colleagues, work to a comprehensive testing plan and communicate with colleagues to ensure design and development are ready to be tested and integration.</li> <li>• Liaise and escalate to more experienced colleagues as necessary to ensure that best practice is implemented both technically and to deliver strategic objectives for the business.</li> <li>• Consider problems and raise risks and solutions to solve or mitigate them with Lead Developer.</li> </ul>	50 %
<p>2. <b>Design implementation:</b></p> <ul style="list-style-type: none"> <li>• To apply conceptual design thinking to create world-class digital services by engaging with other programme's User Experience (UX) disciplines.</li> <li>• In collaboration with other design specialists and senior colleagues to develop interfaces from wireframes.</li> <li>• To comply with accessible designs in accordance with appropriate legislations.</li> <li>• To participate in user testing to understand end-users' pain points to enhance the user experience (UX).</li> </ul>	25 %

Key accountabilities/primary responsibilities	% Time
<p>3. <b>Planning</b></p> <ul style="list-style-type: none"> <li>Under the mentorship of senior colleagues, develop skills and capabilities to enhance the ongoing development of the team in delivering value for the OneWeb programme and the University.</li> <li>Work with members of Digital team to understand requirements and proactively deliver solutions that meet or exceed users' requirements.</li> </ul>	10 %
<p>4. <b>Operational</b></p> <ul style="list-style-type: none"> <li>Pair programming.</li> <li>Document project and development work</li> <li>Undertake training to understand the nuances and complexities of our systems</li> <li>Work closely with other internal developers within the IT team (iSolutions) to ensure a joined up approach to all work being undertaken within the wider digital landscape at the University.</li> <li>Participate in regular agile ceremonies. For example, daily stand-ups, weekly sprint planning.</li> </ul>	10%
<p>5. Any other duties as allocated by the line manager following consultation with the post holder</p>	5%

Internal and external relationships
<p>The post holder will be expected to undertake the following duties as part of an integrated team and will be expected to adopt priorities and engage in activities that promote the effective working of the whole team.</p> <p>Internal:</p> <p>The post holder will work closely with:</p> <ul style="list-style-type: none"> <li>Senior Software Engineers</li> <li>Technical specialists and service delivery teams within iSolutions</li> <li>Business owners across the organisation</li> <li>Professional Services and Faculty colleagues across the University.</li> </ul> <p>External:</p> <p>The post holder will liaise with:</p> <ul style="list-style-type: none"> <li>Computer software and service suppliers</li> <li>Other academic institutions and related organisations to participate in collaborative activities and projects to the benefit of iSolutions and the University as a whole.</li> </ul> <p>It is expected that the duties will be performed in the light of the relevant activities in Higher Education generally. The post holder will be expected to be aware of the activities and initiatives being formulated globally within the relevant specialist area and will be expected to take part in such activities should they be relevant to, and of benefit to, the work being undertaken locally.</p>

Special Requirements
<p>To maintain the relevant level of professional expertise and qualifications to discharge the duties of a professional specialist and to agree with the Team Manager on a relevant professional development programme.</p> <p>To have an understanding of how equality, diversity and inclusion applies to the responsibilities of the role and to actively promote equality, diversity and inclusivity in all aspects of the role.</p> <p>The role will require travelling between campuses as appropriate.</p> <p>There may be a requirement to work varying core hours, and on occasion to work outside normal hours, to ensure that service commitments are met.</p> <p>This role will require close working with staff from across the University including members of Communications and Marketing, iSolutions and Faculty. A good working relationship will also be required with external agencies that support the University across the Digital work area.</p>

## PERSON SPECIFICATION

Criteria	Essential	Desirable	How to be assessed
Qualifications, knowledge and experience	<p>Skill level equivalent to achievement of HND, Degree, NVQ4 or basic professional in Computer Science or equivalent level of experience.</p> <p><b>AND</b></p> <p>Demonstrable working knowledge in adapting to and learning new technologies, programming languages and ways of working:</p> <ul style="list-style-type: none"> <li>• HTML5/CSS3</li> <li>• Vanilla Javascript</li> <li>• Build tools (Webpack/Gulp)</li> <li>• Version Control (Git)</li> </ul> <p>Understanding of the use of UX design best practices to design solutions, and mobile-first and responsive design.</p>	<p>Experience of working in a version controlled environment.</p> <p>Experience with:</p> <ul style="list-style-type: none"> <li>• SASS/LESS</li> <li>• CSS Frameworks (Tailwind/Bootstrap)</li> <li>• UI Libraries (Marko/React)</li> <li>• DevOps / Docker</li> <li>• Unit-testing (Jest/Chai)</li> <li>• Node</li> </ul> <p>Other relevant technical qualifications</p> <p>Experience working in projects using Agile methodology</p> <p>Experience of test driven development methods and software</p> <p>Familiar with the Higher Education Sector</p> <p>Experience and understanding of youth / student marketing</p> <p>Working knowledge in using digital and web technologies &amp; applications in a marketing environment.</p> <p>Understanding of search engine optimization (SEO)practices that must be followed to support optimisation through technical developments.</p>	Application and Interview
Planning and organising	<p>Ability to help plan and manage own workload alongside Team Lead.</p> <p>Ability to carry out tasks to a set timescale with limited supervision.</p> <p>Ability to manage your own workload using good judgement to prioritise tasks.</p> <p>Thoroughness, accuracy and attention to detail.</p> <p>Ability to follow established working procedures and, where appropriate, to adjust to changing procedures and working practices.</p> <p>A flexible approach to working in order to be responsive to fast changing customer demands.</p>	Understanding of change management processes	Application and Interview
Problem solving and initiative	<p>Fault diagnosis and troubleshooting skills with logical and pragmatic thought processes.</p> <p>Ability to identify problem areas and follow problems through to resolution.</p> <p>Ability to identify requirements of users across an extensive user community.</p>	<p>Ability to take effective and creative approaches to problem solving.</p> <p>Methodical, calm and clear thinking under pressure.</p>	Application and Interview

	Able to identify and solve problems by applying initiative to tackle situations in new ways and by developing improved working methods.	Ability to address technical and non-technical problems in pressurised, time restricted environments.	
Management and teamwork	<p>Ability to work as part of a highly technical team, and to collaborate effectively with other technical and design specialists on project work and towards the resolution of problems.</p> <p>Ability to foster good relationships with colleagues and other members of the organisation.</p>	<p>Experience working in an Agile development team.</p> <p>Proactive in developing relationships with colleagues in other areas</p> <p>Ability to work with creative agencies to implement designs.</p> <p>Ability to work with technical colleagues in the central IT team.</p>	Application and Interview
Communicating and influencing	<p>Ability to provide clear and concise documentation of all outputs and to review and improve existing documentation.</p> <p>Ability to elicit information to identify specific needs</p> <p>Effective presentation skills in order to convey technical concepts to both peers and line management.</p> <p>A professional, customer orientated approach to service delivery.</p>	Involvement in relevant technical communities, such as through technical blogging, attendance at workshops, or contributing to open projects.	Application and Interview
Other skills and behaviours	Confidence to take initiative, but know when to refer queries upwards.	The ideal candidate will have a genuine interest in web application development and be keen to further the excellent reputation of the University in this area through participation in conferences, seminars and similar events.	Application and Interview
Special requirements	The post-holder will occasionally be required to work outside normal office hours to meet the operational needs of the service.		

## JOB HAZARD ANALYSIS

### Is this an office-based post?

<input checked="" type="checkbox"/> Yes	If this post is an office-based job with routine office hazards (eg: use of VDU), no further information needs to be supplied. Do not complete the section below.
<input type="checkbox"/> No	If this post is not office-based or has some hazards other than routine office (eg: more than use of VDU) please complete the analysis below. Hiring managers are asked to complete this section as accurately as possible to ensure the safety of the post-holder.

## - HR will send a full PEHQ to all applicants for this position. Please note, if full health clearance is required for a role, this will apply to all individuals, including existing members of staff.

ENVIRONMENTAL EXPOSURES	Occasionally (<30% of time)	Frequently (30-60% of time)	Constantly (> 60% of time)
Outside work			
Extremes of temperature (eg: fridge/ furnace)			
## Potential for exposure to body fluids			
## Noise (greater than 80 dba - 8 hrs twa)			
## Exposure to hazardous substances (eg: solvents, liquids, dust, fumes, biohazards). Specify below:			
Frequent hand washing			
Ionising radiation			
EQUIPMENT/TOOLS/MACHINES USED			
## Food handling			
## Driving university vehicles (eg: car/van/LGV/PCV)			
## Use of latex gloves (prohibited unless specific clinical necessity)			
## Vibrating tools (eg: strimmers, hammer drill, lawnmowers)			
PHYSICAL ABILITIES			
Load manual handling			
Repetitive crouching/kneeling/stooping			
Repetitive pulling/pushing			
Repetitive lifting			
Standing for prolonged periods			
Repetitive climbing (ie: steps, stools, ladders, stairs)			
Fine motor grips (eg: pipetting)			
Gross motor grips			
Repetitive reaching below shoulder height			
Repetitive reaching at shoulder height			
Repetitive reaching above shoulder height			
PSYCHOSOCIAL ISSUES			
Face to face contact with public			
Lone working			
## Shift work/night work/on call duties			