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| Last updated: | 19 July 2019 |  | Job evaluated: | 11 March 2019 |

**JOB DESCRIPTION**

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| Post title: | **Full Stack Developer** | | |
| School/Department: | Engagement and Advancement **(OneWeb)** | | |
| Faculty: | Professional Services | | |
| Career pathway: | Management, Specialist and Administrative | Level: | 4 |
| \*ERE category: |  | | |
| Posts responsible to: | Lead Developer | | |
| Posts responsible for: |  | | |
| Post base: | Office-based | | |

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| Job purpose |
| Take a role in the development of the University of Southampton digital products and services – from BAU changes through to green field development and systems integration.  Responsibility for clean, secure code following a test-driven approach. Creating code that is open by default and easy for others to reuse. Ensuring our digital products are designed to improve and meet user needs.  As a member of the OneWeb’s Programme development team, develop strong working relationship with other colleagues and teams as well as developers in the IT department to complete the back-end development activities associated with digital products development (for example, building back-end solutions for a high volume, high availability website with a yet-to-be-determined CMS architecture, as well as other products). |

| Key accountabilities/primary responsibilities | | % Time |
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|  | **Development**   * Development of clean, open and secure code using a modern standards approach competently. * Awareness and consideration for developing process efficiency and the common ways in which processes and templates are optimised. * To complete the back-end development activities associated with digital products development (for example, building back-end solutions for a high volume, high availability website with a yet-to-be-determined CMS architecture as well as other products). * 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. * Develop features and templates from front-end perspective * Contributing towards Continual Service Improvement by proactively identifying areas of the service that can be improved. * Collaborate with others when necessary to review specifications and uses these agreed specifications to design, code, test and document programs or scripts of medium to high complexity, using the right standards and tools. * Able to build and test simple interfaces between systems, or can work on more complex integration as part of a wider team. * Contribute towards a testing plan as part of the Development team’s workplan and go live process, ensuring developments work on all specified devices and platforms | 60% |
|  | **Planning**   * Work as part of a small agile team of developers and OneWeb Programme teams to proactively contribute technical solutions to business requirements. The post holder should be comfortable in sharing work and ideas with other team members. * Work with members of Digital team to understand requirements and be guided to deliver technology solutions that meet or exceed users’ requirements * Use initiative to identify issues and escalate in order to meet the agreed delivery objectives and schedule set by the Delivery Manager. * Highlight to Lead Developer and raise risks and seek creative, robust solutions to solve or mitigate them. | 20% |
|  | **Operational**   * Help with code and accessibility reviews of peer developers. * Contribute towards fix faults following agreed procedures. Carries out agreed infrastructure maintenance tasks. * Ensure best practice is implemented technically. * Undertake training to understand the nuances and complexities of our systems and products. * Work closely with other internal developers within the IT team to ensure a joined up approach to all work being undertaken within the wider digital landscape. * Document project and development work. * Support the Lead Developer where required. * Participate in regular agile ceremonies and a programme of digital training to upskill staff across the programme team. * Liaise and contribute to problem-solving technical issues with suppliers such as reported faults which cannot be resolved independently and may have a broad University/Programme-wide impact. | 15% |
|  | **Other**  Any other duties as allocated by the line manager following consultation with the post holder. | 5% |

| Internal and external relationships |
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| This role will require close working with staff from across the University including members of Communications and Marketing, iSolutions, Faculty and the Senior Management Team. A good working relationship will also be required with external agencies that support the University across the Digital work area. |

| Special Requirements |
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| To maintain the relevant level of professional expertise and qualifications to discharge the duties of a professional specialist.  There may be a requirement to work varying core hours, and on occasion to work outside normal hours, to ensure that delivery deadlines are met. |

**PERSON SPECIFICATION**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge and experience | Skill level equivalent to achievement of HND, Degree, NVQ4 or basic professional in Computer Science or equivalent level of experience.  Experience of complex enterprise level content management systems.  Experience of using testing to validate solutions  Experience of working in a version controlled environment,  Experience of working on, or with web technologies  Full stack development experience  Understanding about web security and accessibility and GDPR  Experience of using:   * HTML5/CSS3 * Vanilla Javascript * Build tools (Webpack/Gulp) * Version Control (Git) * CSS Frameworks (Tailwind/Bootstrap) * UI Libraries (Marko/React) * Node/Python | Experience of using:   * SASS/LESS * DevOps / Docker * Unit-testing (Jest/Chai) * Cloud systems (Azure) * Fastify/Koa (Node) * Typescript   Experience working on cross-browser platforms  Experience of technologies used for web applications, e.g databases, backups, CDNs and search, and of Unix-like operating systems, e.g. Linux and/or Mac OS  Good understanding of design patterns such as MVC  Experience of JSON  Experience working in projects using Agile methodology  Experience with continuous integration such as Travis-CI, Jenkins etc.  Experience in REST Web Services | CV/  Interview/  Technical test |
| Planning and organising | Highly organised, efficient and thorough, and able to manage projects through conception to completion.  Self-motivated, proactive, able to work independently  Ability and experience to manage resources and prioritise and meet tight deadlines. Able to independently organise own workload.  Ability and experience to recognise the impact of own activities on the workload of others.  Ability to contribute to project objectives and to respond to new and changing requirements. Includes having an appreciation of the effect of decisions now on longer term issues.  Accuracy and attention to detail. Thorough and meticulous with technical implementations, in terms of both coding and delivered outcomes.  Ability to plan and prioritise one’s own standard and non-standard work activities.  Ability and experience to lead and successfully deliver complex projects.  Ability to work with others to:   * agree requirements * agree and deliver project objectives * meet project deadlines * comply with testing procedures * produce documentation to required standards * comply with release management procedures |  | CV and interview |
| Problem solving and initiative | Ability to proactively analyse and problem solve, offering a range of solutions using innovative and lateral thinking that produce results which include relevant quality, resource and budget implications.  Ability to understand the requirements of users across an extensive user community.  Confidence to challenge existing practices and to offer ideas for improvement.  Methodical, calm and clear-thinking under pressure.  Ability to address technical and non-technical problems in pressurised, time restricted environments. |  | CV and interview |
| Management and teamwork | Ability to work across teams and liaise confidently with colleagues at all levels. Experience of and able to effectively check the work of others ensuring required standards and deadlines are met, giving constructive feedback where necessary  Ability to positively influence the way a team works together.  Ability to work with technical colleagues in the central IT team. |  | CV and interview |
| Communicating and influencing | Excellent written, communication and interpersonal skills. The ability to:   * describe available technical solutions to end-users * communicate knowledge to technical colleagues * document procedures   Proactive and inquisitive nature.  Ability to create high quality, concise and accurate written instructions and reports independently.  Confident to use personal experience and expertise to offer advice and guidance where needed.  Professional, customer orientated approach to project delivery  Confidence to communicate with all levels of the organisation  Confidence to be a first point of contact for enquiries from colleagues, customers or suppliers. |  | CV/Interview |
| Other skills and behaviours | Experience of using Google Analytics, CMS and CRM systems.  Highly computer literate  Self-motivated |  | CV/Interview |
| Special requirements | User focused  The post holder may be required to work outside normal office hours (9 to 5) to meet operational needs.  Proactive approach to keeping up to date with industry developments and innovations. | Some familiarity with a university environment and an understanding of the market positioning of a Russell Group university | CV and interview |

**\*Embedding Collegiality –** [**Our Southampton Behaviours**](https://intranet.soton.ac.uk/sites/strategy/embeddingcollegiality/SitePages/Home.aspx)

Collegiality is a core principle at the University and sits at the heart of everything we do.

**JOB HAZARD ANALYSIS**

**Is this an office-based post?**

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| 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. |
| 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.

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| **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 |  |  |  |