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| Last updated: | June 22, 2022 |

**JOB DESCRIPTION**

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| Post title: | **Software Developer** | | |
| Academic Unit/Service: | School of Healthcare, Enterprise & Innovation (HEI), National Institute for Health and Care Research (NIHR) Evaluation, Trials and Studies Coordinating Centre (NETSCC), Web Services | | |
| Faculty: | Medicine | | |
| Career Pathway: | Management, Specialist and Administrative (MSA) | Level: | 4 |
| \*ERE category: | N/A | | |
| Posts responsible to: | Head of Web Services | | |
| Posts responsible for: | N/A | | |
| Post base: | Southampton Science Park, Chilworth, and remote (hybrid) | | |

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| Job purpose |
| The postholder will be responsible for the design, maintenance, modernization and improvement, and retirement of the software NETSCC develops for the National Institute for Health and Care Research (NIHR).  The post is 95% remote, and 5% at the Southampton Science Park in Chilworth. |

| Key accountabilities/primary responsibilities | | % Time |
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|  | Design, maintain, and retire software built using back-end technologies such as PHP, SQL, and shell scripting, and to maintain deployments of off-the-shelf software such as our CMS and Solr instances. | 45 % |
|  | Work with Product Manager, Product Owner, and UX Designer to translate business requirements and UX Research findings into technical tasks and research viability | 20 % |
|  | Automate Quality Assurance (tests) and deployments | 15 % |
|  | Mentor and train (junior) colleagues, writing documentation, designing training materials | 15 % |
|  | Any other duties as allocated by the line manager following consultation with the post holder. | 5 % |

| Internal and external relationships |
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| **Internal Relationships:**  Other Software Developers  Product Manager  Technical Project Manager  UX Designer  Head of Web Services  Subject matter experts from other NETSCC departments    **External Relationships**  Suppliers (CMS, infra, UX Research)  Colleagues and stakeholders from other NIHR institutions |

| Special Requirements |
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| To maintain the relevant level of professional expertise and qualifications to discharge the duties of a professional specialist and to agree with your line manager on a relevant professional development programme.  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. This is in the case of disruptive updates, which we schedule outside core office hours, or in case of emergencies where essential services are down. |

**PERSON SPECIFICATION**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge and experience | Relevant (work) experience, certificates, diplomas, or degrees in the fields of software development/engineering/architecture, leadership, and project management, or similar.   * PHP * SQL * Web frameworks (e.g. Symfony, Spring, Flask, .NET, RoR) * Version control (e.g. Git) * Software Architecture | * Search engines (e.g. Apache Solr, Elasticsearch) * PHP web frameworks (e.g. Symfony, Laravel, Zend Framework) * Automated testing and deployments * DevOps * Microsoft SQL Server * REST-ful APIs * HTML & CSS * JavaScript & Node.js * Docker * Git * Linux & Windows | Interview |
| Planning and organising | Ability to prioritise and break down tasks and stakeholder requirements  Ability to plan and estimate work in an Agile environment.  Ability to work to documented standards and procedures. | Experience with Project Management | Interview |
| Problem solving and initiative | Ability to clearly identify stakeholder requirements and apply a methodical approach to the production of user requirement specifications.  Demonstrable fault diagnostics and trouble-shooting skills.  Ability to work in a changing environment where responsibilities are not strictly fenced off. |  | Interview |
| Management and teamwork | Ability to solicit ideas and opinions to help form specific work plans.  Ability to positively influence the way a team works together.  Ability to work in a pressurised and rapidly changing environment.  Identifying (junior) colleagues’ needs and contributing to their growth and wellbeing. | Experience as architectural lead or team lead. | Interview |
| Communicating and influencing | A professional, customer-orientated approach to service and a diplomatic approach to all levels of IT users  Excellent verbal and written skills and the ability to articulate and communicate knowledge to colleagues and stakeholders.  Asynchronous and real-time communication (written and over video), as well as written documentation.  Ability to identify user and colleague training needs.  Ability to confidently communicate with all levels of the University and NIHR | Experience in customer service, developer relations, or as team lead.  Organizing trainings and workshops. Pair programming. Social and mental support. | Interview |

**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 |  |  |  |