

JOB SUMMARY

Post Title	<i>Analyst Developer</i>						
Job Family	<i>Business Support</i>	Pay Range	11	Line Manager to others?	No	Role profile ref	<i>BS11</i>
Service Area	<i>Software Development</i>						
Line Manager	<i>Software Development Team Lead</i>						
Location	<i>Seaclose, Newport, Isle of Wight / Agile</i>						

Job Purpose			
<p>To analyse, design, develop and test new and existing corporate software applications and web site solutions. To implement, support and maintain systems, enabling efficient business processes and electronic local government service delivery for the Isle of Wight Council, its employees, business partners, service stakeholders and members of the public.</p>			
Job Context (key outputs of team / role to provide some specific examples of role profile accountabilities)			
<ul style="list-style-type: none"> • Carry out Business Analysis using experience and understanding of process mapping, data flow diagrams and system development methodologies to carry out system design and produce technical requirement specifications that deliver the most appropriate solution to support business objectives. • In conjunction with other members of the Software Development team, carry out the 'full stack' development of key corporate applications, websites, internal and external software solutions and back-end databases to enable effective provision of dynamic transaction-based services. Applying and using .NET Core, Microsoft.Net, C#, XML/XLST, Web services, WCF and data transformation services and technologies. • In conjunction with other members of the Software Development team, carry out the technical integration and development of interfaces between corporate applications, websites, internal and external software solutions. • In conjunction with the relevant teams engage in or lead all aspects of any development throughout its life cycle. This includes definition, analysis of requirements and business processes, development and implementation of solutions and user acceptance testing. • To write and maintain technical and user documentation as is required to ensure the effective development and maintenance of appropriate software/web solutions. • In conjunction with other members of the Software Development team design and create high-quality, user centric, digital services. • In conjunction with other members of the Software Development team, to specify, install, configure and maintain solutions required to support the effective development and delivery of transaction-based Internet and Intranet sites. • Continue development of key corporate applications such as iow.gov.uk (including a new corporate website), CRM, digital services, e-forms, and service specific applications such as social care applications, payment and billing systems as per agreed business requirements. • Aid in the design and implementation of server hardware and infrastructure to support corporate enterprise applications, intranets and external web sites. Including the configuration, support and administration of application and web servers using Windows Server, Microsoft Internet Information Services (IIS). • In conjunction with other members of the Software Development team, to help define appropriate standards for the look and feel of the Council's websites and coding Practices based on best practice. • As part of the council's ICT ITIL support service, to assist in diagnosing and resolving problems with applications, web solutions and their underlying hardware infrastructure. 			
Knowledge, Skills and Experience			
Role Profile requirements.	Job specific examples.	Essential	Desirable

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<p>Substantial relevant experience of working in the service area / profession, with evidence of appropriate specialist knowledge of relevant systems, policies, regulations, professional guidelines and legislation.</p>	<p><i>Extensive experience in the design, development and maintenance of web/software applications.</i></p> <p><i>Demonstrable experience of evaluating customer requirements and developing web/software based solutions to meet business needs</i></p> <p><i>Extensive demonstrable experience of developing e-commerce solutions, including the secure handling of on-line financial transactions</i></p> <p><i>Extensive demonstrable experience of writing dynamic web applications and digital services using .Net Core, Microsoft .Net with SQL server and other back-end databases</i></p> <p><i>Demonstrable experience of design, implement and administer appropriate relational database systems. Requiring a sound understanding and experience of developing and administering Microsoft SQL Server and other RDMS technologies.</i></p> <p><i>Demonstrable experience of effectively documenting web/software solutions</i></p>	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>	<p style="text-align: center;">D</p> <p style="text-align: center;">D</p>
<p>Authoritative knowledge of the specialist work practices, systems, policies, procedures and professional guidelines relevant to the work area.</p>	<p><i>Demonstrable knowledge and experience of using Agile development methodologies e.g Scrum</i></p> <p><i>Knowledge and experience of server and client side development technologies; Microsoft.Net, .NET Core, C#, Microsoft SQL Server, MVC, jQuery, WCF, Ajax, Javascript , CSS and JSON. To understand how these can be best utilised to deliver appropriate software solutions.</i></p> <p><i>Demonstrable experience of the development, maintenance, administration and control of the large code bases, it's back up, source control, revision and release, using Microsoft DevOps, Microsoft Team Foundation Server and GIT technologies.</i></p> <p><i>Knowledge and experience of developing and maintaining auditable security mechanisms to ensure the safe and effective operation of websites and software applications.</i></p> <p><i>Knowledge and experience in delivering development through the complete development lifecycle including system, user testing and user acceptance.</i></p>	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>	<p style="text-align: center;">D</p> <p style="text-align: center;">D</p>

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<p>Relevant experience within a large organisation, delivering similar services, with evidence of specialist knowledge and work responsibilities appropriate to the role.</p>	<p><i>Experience and understanding of externally supplied corporate applications and underlying infrastructure such as Microsoft SQL Server, Windows Server, Microsoft Internet Information Services, SAP. To assist in their on-site configuration, development and integration and in conjunction with colleagues in other areas of ICT and system suppliers, help problem solve and provide technical expertise.</i></p> <p><i>Experience of working with 3rd Party providers on technical system implementations or integration projects.</i></p>	<p style="text-align: center;">E</p>	<p style="text-align: center;">D</p>
<p>Proven ability to undertake and apply research to inform practice.</p>	<p><i>Experience of maintaining sound and up to date knowledge and skillsets for server and client side development technologies; Microsoft.Net, .NET Core, C#, Microsoft SQL Server, MVC, jQuery, WCF, Ajax, Javascript , CSS and JSON. To understand how these can be best utilised to deliver appropriate software solutions.</i></p> <p><i>Undertake on-going personal development and knowledge in current and future technologies appropriate for the post.</i></p>	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p>	
<p>Excellent communication and interpersonal skills with the ability to engage effectively with a range of audiences and explain specialist information in a way which a non-specialist can understand. Proven ability to build relationships and engage successfully with the stakeholder community.</p>	<p><i>Experience of being part of development teams and projects, with a range of stakeholders, following Agile methodologies and roles.</i></p> <p><i>Ability to provide clear and concise communication to both internal and external stakeholders involved in any aspect of a given task.</i></p>	<p style="text-align: center;">E</p>	<p style="text-align: center;">D</p>
<p>Good record keeping, report writing and presentational skills.</p>	<p><i>To write and maintain such documentation as is required to ensure the effective development and maintenance of appropriate software/web solutions.</i></p>		<p style="text-align: center;">D</p>
<p>Proven initiative and judgement to research, identify and resolve problems.</p>	<p><i>Knowledge and experience of supporting software applications and the underlying infrastructure stack.</i></p> <p><i>Knowledge and experience of the ITIL ICT support model and processes.</i></p> <p><i>Ensuring that service delivery is informed by best practice.</i></p>	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p>	<p style="text-align: center;">D</p>
<p>Good planning and organisational skills, with proven ability to prioritise and co-ordinate workloads, monitor and evaluate work, to ensure standards, outcomes and deadlines are achieved.</p>	<p><i>Ability to analyse and identify tasks, their prioritisation and ownership during development projects and the software development lifecycle.</i></p> <p><i>Experience of projects run under Project Management principles.</i></p> <p><i>Experience of taking part in application development using Agile methodologies and holding Scrum roles.</i></p>	<p style="text-align: center;">E</p>	<p style="text-align: center;">D</p> <p style="text-align: center;">D</p>

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Excellent ICT skills - including use of Microsoft applications and specialist systems which support procedures and record keeping.	<i>Knowledge and experience of using software such as MS Project, MS Office as part of systems development project administration and documentation.</i>		D
Knowledge and experience of contributing to the development of policies, procedures and practices.	<i>Knowledge and experience of developing applications and systems meeting best information management practice in areas such as data protection and GDPR legislation, DPIA.</i>	E	D
	<i>Knowledge and experience of accessibility, and developing applications to Web Content Accessibility Guidelines (WCAG 2.0)</i>		
	<i>Experience of contributing to the ongoing production and refinement of coding standards within a development team.</i>	E	
Proven ability to cope with conflicting and changing demands through good time management and the ability to work under pressure.	<i>Experience of working on both structured, longer term development projects with the need at times for more reactive, short term task allocation and management.</i>		D
Experience of managing projects, which impact the area of specialism.	<i>Experience of managing technical projects through to implementation.</i>		D
Qualifications			
Role Profile requirements.	Job specific examples.	Essential	Desirable
Educated to level 4 up to first degree standard or equivalent experience in a relevant subject.		E	
Relevant professional / vocational qualification.	<i>Microsoft Certified Solutions Developer (MCSD), Agile / Scrum Certification, Project Management PRINCE 2 foundation or similar</i>		D
Other Requirements			
<i>Highly self-motivated</i>			
<i>Good interpersonal and communication skills</i>			
<i>Willing to challenge existing practices</i>			
<i>May require relevant certifications including evidence of fluency in English language.</i>			