

JOB DESCRIPTION

JOB TITLE:	Software Engineer	JOB NO:	A10329
GRADE:	GR4	DIRECTORATE:	Digital & Customer Services
NO OF POSTS:	3	DIVISION:	DTS

POST REQUIRES DISCLOSURE AND BARRING SERVICE (DBS) CHECK: No

1. JOB PURPOSE

- Support the design, programming, integration, testing, supporting, documentation, and maintenance of new or amended digital software systems, integrations or interfaces within agreed product, development and security standards and processes.
- Support the creation of business and user value from software engineering by translating business and customer requirements into workable clean, secure code that is open by default and easy for others to reuse, follows a test-driven approach and can be maintained and developed with in-house resources and capability.
- Support the delivery of software engineering projects, working with development professionals, including external suppliers, to build products and services which deliver continuous value to our staff and customers using the best of modern software development technologies and platforms to enable the achievement of the digital strategy and council objectives.

2. DUTIES AND RESPONSIBILITIES

- Support the creation of business and user value by undertaking software engineering projects which create, integrate, and enhance back office and customer-facing systems and solutions to improve performance and service delivery.
- Apply software development standards, mechanisms, frameworks, and processes to ensure that our in-house software development is of the highest quality, highly available, usable, and shareable by applying rigorous standard setting, testing and quality controls using the best of modern frameworks and using modern processes like test-driven development and pair programming.
- Support, utilise, enhance, and reuse the organisation's strategic platforms to contribute to the effectiveness and quality of services delivered to customers and lead major software engineering programmes within business-critical live systems, working with services to understand, improve and automate service delivery using existing platform investments.
- Support software developments, working in the open, across multiple product teams concurrently with the user at the centre of all you do, leading modernisation initiatives and thinking radically about the role of software and technology in the organisation's future.
- Work to solve problems, manage customer expectations and improve outcomes through active, agile, and continuous collaboration with product teams, business service and product owners.

- Provide practitioner-level software engineering skills, working with members of the product function (Business Analyst, User Researcher, UX Designer and Service Designer) to ensure coordination between vision and software development.
- Support the streamlining of the software development lifecycle to improve developer productivity, delivery speed, and code quality, ensuring the use of open-source, cloud-based, loosely coupled technologies to enable our technology to remain nimble and easily iterated upon and building services upon APIs wherever possible.
- Participate in the design of new in-house software using appropriate strategic tools and undertake a breadth of software development and technical tasks in line with industry standards, proving designs through prototyping and delivering secure, reliable, and scalable software that meets business needs and performance targets.
- Work with Architects to consider the best approach for each component, considering between building bespoke, configuring/extending open source or licencing off-the-shelf solutions, including evaluating and advising on design choices and ensuring that software is high quality and balances technical and business considerations.
- Identify ways to improve software reliability, efficiency and quality and optimise code within systems to ensure processes perform optimally and support user self-service where possible.
- Be a role model for our values and lead by example to help transform the culture of the organisation; fostering a high trust, empowered and inclusive environment where teams and individuals thrive and perform at their best.

This role profile sets out the scope and main duties of the post at the date when it was drawn up. Such details may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the level of the post. All employees are expected to be flexible in undertaking the duties and responsibilities attached to their role and may be asked to perform other duties, which reasonably correspond to the general character of their role and their level of responsibility.

OBSERVANCE OF THE CITY COUNCIL'S EQUAL OPPORTUNITIES POLICY WILL BE REQUIRED

3. SUPERVISION RECEIVED

SUPERVISING OFFICER JOB TITLE:	Head of Technology Practice - Development
SUPERVISING OFFICER JOB NO:	
LEVEL OF SUPERVISION:	Left to work within established guidelines subject to scrutiny by supervisor.

4. SUPERVISION GIVEN (excludes those who are INDIRECTLY supervised i.e. through others)

POST TITLE	GRADE	NO OF POSTS	LEVEL OF SUPERVISION*
None	N/A	N/A	N/A

*Use 1,2 or 3 as in 3.2

5. SPECIAL CONDITIONS

DBS check required for the post	NO
Level of check required	N/A

PERSON SPECIFICATION

JOB TITLE:	Software Engineer	GRADE:	GR4
DIRECTORATE:	Digital & Customer Services	DIVISION:	DTS

Method of Assessment (M.O.A.)

A.F. = Application Form; I = Interview; T. = Test or Exercise; C. = Certificate; P. = Presentation

CRITERIA		
Knowledge	<ul style="list-style-type: none"> • Knowledge of modern software and software development practice, including the various options around self-built, low-code and outsourced services. • Knowledge of modern software engineering tools, technologies, and practices. • Knowledge of DevOps practice and culture and associated practices like continuous deployment and testing, test-driven development, and pair programming. • Knowledge of application development using recognised programming languages. • Knowledge of modern technology practices of software, infrastructure, hosting, and platforms. • Knowledge of agile ways of working. 	A.F, I, T
Skills & Ability <small>e.g. written communication skills, dealing with the public etc.</small>	<ul style="list-style-type: none"> • Good programming/coding skills. • Ability to demonstrate the competencies to rapidly acquire the skills in another development language. • Ability to deliver expected outcomes and effectively overcome barriers to change. • Ability to build software to a good standard, in a range of languages and frameworks. • Ability to test software in modern ways, including automated testing. • An absolute commitment to meeting user needs in the best, most efficient way. • Ability to flex delivery approaches depending on context. • Able to embrace the value of working in the open and sharing with other organisations. • Awareness of political sensitivities, with the ability to advise all political groups and the Council in an objective and bias-free way. • Understanding of the statutory role of local authorities. • Good written communication skills including reports, and technical specifications. 	A.F, I, P

Experience (Relevant work and other experience)	<ul style="list-style-type: none"> • Experience in application development using recognised programming languages. • Experience building services in code, working in a culture of continuous code release using agile methods and culture. • Experience in understanding and balancing client, organisational, and technical needs and knowing how to balance these when setting software strategy and direction. • Experience researching, prototyping, launching, and scaling products and platforms from inception to live. • Experience working with APIs and microservices architecture and managing the relationships between interdependent product and platform teams. • Experience working effectively at a partitioner level within a software development function. • Experience utilising Agile methodologies. • Experience in participating in design workshops, elicitation, and capture of requirements. 	A,F, I, P
Education/Qualifications NB: Full regard must be paid to overseas qualifications.	<ul style="list-style-type: none"> • Relevant professional qualification or educated to [bachelor's degree] level in a related subject, or equivalent level of experience within the field of expertise or equivalent to NVQ level 4, HNC, HND. 	A,F, I, C
Training		
Other		

All staff are expected to **understand** and be **committed** to Equal Opportunities in employment and service delivery.