



Junior Developer

Reference:	EHA2540-0224
Salary:	£30,487 - £32,982 per annum Grade 6, Points 23-26
Contract Type:	Permanent/Fixed Term for 2 years in the first instance
Hours:	Full Time (36.25 hours per week)
Location:	Ormskirk
Accountable to:	Director of Student Recruitment and Administration
Reporting to:	Student Records Project – Technical Lead (with dotted lines to functional managers depending on assigned workstreams)





About the Role

This role has been developed to support the delivery of strategically important projects as part of the University's Student Records System transformation programme – Project Transform. The successful candidate will work as an integral part of the Programme Team supporting the development and operational delivery of critical business systems to a University and stakeholder community of over 25,000 users.

The role holder will exercise development skills including configuring, maintaining, developing and supporting the operation of the system. They will ensure that requirements are understood, and solutions are agreed; building a thorough understanding of business areas and supported applications and supporting the implementation of suitable technical solutions using a wide variety of methods, software products and in-house developed solutions. They will also support user testing of completed software, e.g. through training; produce documentation.

The postholder will be expected to work flexibly and on occasion independently across institutional boundaries, working closely with system and process owners across the Professional Services and Academic Departments.

This is an essential post that will contribute to the ambitions of the University's Student Records System (SRS) transformation programme and will provide a key function in developing and implementing critical business systems, including, but not limited to the university Student Record System as well as Finance, HR/Payroll university-wide data and application integrations, delivering solutions that maximise quality and efficiency meeting both service requirements and University objectives.

The successful candidate will combine technical and business expertise with a commitment to excellent customer service. Knowledge in the support of IT services, business systems and applications will be required alongside an awareness of relevant IT platforms and environments. You will work with the Programme Team and University stakeholders to deliver new features and services as well as supporting day-to-day operations.



Duties and Responsibilities

1. Experience in the stages and iterations of programme software development.
 - a. Ability to plan and drive software construction activities.
 - b. Experience in adopting and adapting software development methods, tools and techniques selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches.
 - c. Ability to measure and monitor applications of project/team standards for software construction including software security.
 - d. Contribute to the development of organisational policies, standards, and guidelines for software development.
2. Support architectural design and design integrations.
 - a. Experience in undertaking impact analysis on design options and trade-off.
 - b. Ability to make recommendations and assess and manage associated risks.
 - c. Support on solution design and technical development of components, subcomponents, and changes to the systems.
 - d. Ability to ensure that the system design balances functional and non-functional requirements.
3. Ability to use database management system software and tools, and knowledge of relational database schema, ability to investigate problems and collect performance statistics and create reports.
 - a. Experience in carrying out routine configuration, installation, and reconfiguration of database and related products.
 - b. Support the development and configuration of tools to enable automation of database administration tasks.
 - c. Produce accurate progress reports as required that inform and support the programme.
 - d. Identify problems and issues and recommend corrective actions.
4. Develop knowledge in one or more identifiable specialisms following training and development in order to:
 - a. Provide detailed and specific advice regarding the application of their specialism(s) to the organisation's planning and operations.
 - b. Recognise and identify the boundaries of their own specialist knowledge.
 - c. Collaborate with other specialists, where appropriate, to ensure advice given is appropriate to the needs of the organisation.





5. Ability to pre-empt and respond to operational demands and issues to ensure quality of service (including the servicing of ad hoc requests for information, manual running of certain tasks, upgrades, bug diagnosis and fixing).
 - a. Experience in planning, prioritising and performing upgrades, fix requests or minor enhancements, including development and testing.
 - b. Ability to make decisions which may impact the success of assigned work; ensures users' needs are met consistently.
6. Ability to liaise with application supplier/vendor and Cloud hosting providers at a technical level.
 - a. Develop awareness of supplier/vendor and Cloud hosting provider developments.
 - b. Experience of influencing suppliers' ability to build appropriate and effective business relationship with suppliers.
 - c. Support the planning and implementation of upgrades.
7. Support the investigation and resolution of problems in systems, processes, and services.
 - a. Experience in determining problem fixes/remedies.
 - b. Assist with the implementation of agreed remedies and preventative measures.
 - c. Communicate effectively with colleagues, system users and external collaborators.
8. Experience in prioritising and diagnosing incidents according to agreed procedures.
 - a. Investigate causes of incidents and seek resolution.
 - b. Escalate unresolved incidents.
 - c. Facilitate recovery, following resolution of incidents.
 - d. Document and close resolved incidents according to agreed procedures.
9. Keep abreast of changing legislation and industry best practice.
 - a. Ensure compliance with University policies and IT Services technical working procedures and professional standards.
 - b. Ensure continued familiarisation with new technologies and keep skills up-to-date.



In addition to the above all Edge Hill University staff are required to:

- a) Adhere to all Edge Hill's policies and procedures, including Equality and Diversity and Health and Safety
- b) Respect confidentiality: all confidential information should be kept in confidence and not released to unauthorised persons
- c) Undertake appropriate learning and development activities as required
- d) Participate in Edge Hill's Performance Review and Development Scheme
- e) Adhere to Edge Hill University's environmental policy and guidelines and undertake tasks in a sustainable manner
- f) Demonstrate excellent Customer Care in dealing with all customers

Eligibility

Candidates should note that shortlisting will be based on information provided on the application form with regard to the applicant's ability to meet the criteria outlined in the Person Specification attached.

Internal staff wishing to apply for a fixed term role as a secondment opportunity must discuss this with their existing line manager before applying.



Please note that applications will be assessed against the Person Specification using the following criteria, therefore, applicants should provide evidence of their ability to meet all criteria.

Methods of Assessment include Application Form (A), Supporting Statement (S), Interview (I), Test (T) & Presentation (P).

		Essential	Desirable	Method of assessment (A/S/I/T/P)
Qualifications				
1.	Educated to Degree level or equivalent relevant work experience	*		A
Experience and Knowledge				
2.	Experience in one or more of the below disciplines/ technologies/ processes: Development, implementation; maintenance of integrated business systems across hardware and software platforms.	*		S/I
3.	Knowledge of Database, Middleware, and Reporting Server technologies.	*		S/I
4.	Knowledge of hosted/cloud delivered services.		*	S/I
5.	Knowledge of common application development stacks	*		S/I
6.	Knowledge of using one or more of SQL, Oracle PL/SQL or T-SQL	*		S/I
7.	Knowledge of client side and server-side programming using JavaScript	*		S/I
8.	Knowledge of Restful API development	*		S/I
9.	Experience of MS Dynamics		*	S/I
10.	Experience of developing system and end-user requirements documentation		*	I/P
11.	Knowledge of the Software Development Life Cycle and of Software & Release Management; Change Control	*		I/P



		Essential	Desirable	Method of assessment (A/S/I/T/P)
Abilities and Skills				
12	Able to support innovative and technically complex business systems, integrations and services.	*		S/I
13	Able to support key IT projects and motivate/influence all colleagues and manage end-user expectations	*		S/I
14	Able to operate flexibly and reliably	*		I/T/P
15	Able to meet objectives and success criteria and to be outcome focused.	*		I/T/P
16	Working co-operatively with others to achieve objectives.	*		I/T/P
17	Taking a holistic view and working enthusiastically and with creativity to analyse problems and develop innovative and workable solutions.	*		I/T/P
18	Demonstrable problem-solving and analysis skills	*		I/T/P
19	Open-mindedness and a high level of motivation and commitment to success	*		I/T/P
20	Maintain a positive and progressive attitude	*		I/T/P





How to Apply

When you are ready to start the formal application process, please visit our [Current Vacancies page](#) and click 'vacancies', search for the role you wish to apply for, and click 'Apply Online'. The online application form can be completed in stages and can be revisited at any time. The form automatically saves as you enter your information and it is simple to move backwards and forwards throughout at any time prior to submission. Help is available at each stage to guide you through the form. Before final submission, you can preview your application and can then choose to refine or submit the form.

Please refer to the advert for the closing date for this vacancy, all applications must be submitted by 11.59pm on this date. Following the closing date, we will contact you by email to let you know whether or not you have been shortlisted to participate in the next stage of the selection process. We try our best to inform all applicants within two working weeks following the closing date.

Application > Shortlisting > Interview > Outcome

For informal enquiries about this vacancy you may wish to contact: Hannah McAuliffe, Programme Manager at hannah.mcauliffe@edgehill.ac.uk.

At Edge Hill University we value the benefits a rich and diverse workforce brings to our community and therefore welcome applications from all sections of society.

