Loughborough University

Software Developer
Job Ref: REQ180583

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Job Grade   MA6

Job Purpose

To undertake assigned business analysis, software development and user support tasks, according to agreed standards and guidelines and normally as part of a team, in order to meet the University's learning technology requirements. The initial focus of this job will be the development of new and existing learning technologies, in particular; learner relationship management systems, data architectures for learning analytics, and applications and tools that support the wider student experience.

Job Duties

1. To work in a creative team and participate in; whole systems design, software and architecture development, package acquisition and implementation, and embedding projects and programmes, in order to deliver effective and efficient learning and teaching solutions.

2. To promote agile working practices and adopt agile software development methods, including; generating user stories, wireframe designs, rapid prototypes and implementable code during design and code sprints.

3. To undertake the necessary maintenance and enhancement of learning technology systems, including related system and user documentation, in such a way as to assure their utility, quality, security and integrity.

4. To participate in testing the learning technology systems including the development and execution of test plans and automated testing.

5. To advise, assist and train staff in the use of the learning technology systems in order to help them resolve problems and use the systems to best effect.

6. To keep learning technology systems developments compatible and integrated with the rest of the University's learning technology systems.

7. To liaise with University staff, suppliers, the HE sector and government bodies in order to ensure that an effective and efficient service is available to both internal and external University stakeholders at all times.

8. To participate in the documentation, review, revision and development of business processes in order to improve the effectiveness and efficiency of those processes.

9. To be fully conversant with the range of IT facilities and services available, and to keep abreast of relevant developments in IT and IT legislation, in order to provide optimal service.

10. To undertake any other tasks on an occasional basis which may reasonably be required by the line manager.

Points To Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

Special Conditions

Working outside normal working hours is occasionally necessary. Such out-of-hours working as is necessary is scheduled in negotiation with the group of staff with relevant skills, and takes account of the personal commitments and wishes of individuals. When convenient, it can sometimes be appropriate for the work to be carried out remotely at home.

For purposes of system management, IT Services staff often have enhanced access to data, files and computer systems and must at all times respect the privacy of information to which they have enhanced access. The only exception to this will be investigations authorised by IT Services Director or his/her nominee.

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational Responsibility

Responsible to the Learning Technology Team Manager

Person Specification

Your application will be reviewed with respect to meeting the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

1 – Application, 2 – Test, 3 – Interview

Essential Criteria

Area	Criteria	Stage
Experience	Of developing learning technologies in an enterprise database development environment e.g. Oracle, SQL Server, MySQL.	1,3
	Of complex business information systems and practices, and information systems standards and methodologies	1,3
	Of working in an agile software team, co-designing and developing enterprise level learning technology systems	1,3
Skills and abilities	Recent practical technical skills in the development and support of complex and mission-critical learning technologies supporting large and/or diverse user populations.	1,2,3
	Proven skill in developing components of web applications and systems using; HTML5, CSS3, JavaScript, JQuery, PHP and MySQL	1,2,3
	Ability to present information professionally and in a format suitable to its intended audience	1
	Ability to work to agreed technical standards and procedures.	1,3
	Ability to work efficiently with minimal supervision, manage one's own time well and work under pressure.	2,3
	Ability and eagerness to meet new objectives and learn new skills.	1,3
	Ability to communicate effectively with both IT and non-IT staff.	3
	Ability to get on well with people, including when under pressure	3
Training	Demonstrate evidence of having undertaken further training	1,3
Qualifications	Degree with relevant IT content OR non IT Degree combined with relevant professional IT qualifications and/or experience	1
Other	Interest in and empathy with Higher Education, with reference to learning technologies and the student experience.	3
	Commitment to observing the University's Equal Opportunities and other relevant policies at all times	1,3

Desirable Criteria

Area	Criteria	Stage
Experience	Of working in a Higher Educational or similar organisation.	1,3
	Of working in an environment using rapid application or other development methodologies.	1,3

	Of business/systems analysis and technical requirements specification in a corporate environment	1,3
	Of working with the Moodle Virtual Learning Environment, preferably within a Higher Education context.	1,3
Skills and abilities	Proven skill in developing responsive, cross browser applications for a Web based environment, e.g. Bootstrap.	1,3
	Track record of Web development using a Web Services approach, e.g. RESTful APIs and SOAP, JSON and XML.	1,3
	Ability to innovate and convince others of the argument for change.	3
	Awareness of IT security issues and methods of managing them, such as authentication, authorisation and best practice for developing systems	1,3
Qualifications	Training and/or qualifications in programming languages and associated technologies	1
	Relevant formal accreditation e.g. ITIL Foundation	1

Conditions of Service

The position is full time and open ended. Salary will be Management and Specialist grade 6 from £29799 to £38833 per annum at a starting salary to be confirmed on offer of appointment. The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff, details of which can be found here.

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see http://www.lboro.ac.uk/services/hr/athena-swan/

Informal Enquiries

Informal enquiries should be made to Richard Goodman, Learning Technology Team Manager, email R.Goodman@lboro.ac.uk or by telephone 01509 226047.

Applications

The closing date for receipt of applications is **17th August 2018.**