

Software Engineer

Job Ref: REQ240979

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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

Job Grade: Management and Specialist Grade 7

Job Purpose

To undertake assigned software development, user support tasks, business analysis and package implementation, according to agreed standards and guidelines and normally as part of a team, to meet the University's Learning Technology requirements, with particular focus on the VLE.

Job Duties

- To participate in software development, package acquisition and implementation projects to deliver effective and efficient IT business solutions.
- To undertake the necessary maintenance and enhancement of the University's suite of Learning Technologies, including related system and user documentation, in such a way as to assure their utility, quality, security and integrity.
- To advise, assist and train University staff, in the use of Learning Technologies, to help them resolve problems and use the systems to best effect.
- To keep developments in Learning Technology systems compatible and integrated with the rest of the University's information systems.
- To liaise with university staff, suppliers, the HE sectors and government bodies, to ensure that an effective and efficient service is always available to both internal and external University stakeholders.
- To participate in the documentation, review, revision, and development of business processes to improve the effectiveness and efficiency of those processes.
- To manage medium-sized projects. This will include formally identifying and scheduling work, resolving issues, managing risk, reporting progress, ensuring that objectives are met within agreed timescales and producing full and comprehensive documentation; this will not include managing staff, but may include leading, co-ordinating, and quality assuring the work of colleagues.
- 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, to provide optimal service.

To undertake any other duties 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

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 Equity & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equity & 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

Reports to Learning Technology Team Manager.

Person Specification

Your application will be reviewed against 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/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria

Area	Criteria	Stage	
Experience	Of developing software and contributing significantly to the Software Development Lifecycle, to support complex business processes.	Application and interview	
	Of taking the lead and responsibility for the technical design and implementation of developed software.	Application and interview	
	Of working closely with all members of an IT Project Team, including, Project Managers, Business Analysts, Software Developers and Software Testers.	Application and interview	
	Of working closely with business representatives and stakeholders, across an organisation, in a corporate environment, including those at a senior level.	Application and interview	
	Of business/ systems analysis and technical requirements specifications in a corporate environment.	Application and interview	
	Of developing services and functions within Moodle	Application and interview	
	Of developing applications for a web-based environment (e.g., PHP, Perl).	Application, test, and interview	
	Of in-house software development using DevOps processes and tools such as git.	Application and interview	
	Of working in an enterprise database development environment e.g., MySQL.	Application, test, and interview	
	Skills and abilities	Ability to multi-task, managing one's time well, to work on multiple workstreams/projects at any one time.	Application, test, and interview
Ability to get on well with people and work as part of a team, including when under pressure.		Application and interview	
Ability and eagerness to meet new objectives and learn new skills		Application and interview	
Awareness of technical methodologies, procedures and standards and the ways of managing them.		Application and interview	
Analytical and critical thinking skills often in areas involving complex business processes, datasets, and systems.		Application and interview	
Ability to present information professionally, in a format suitable to its intended audience, to both to IT and non-IT staff.		Application and interview	
Deep and recent practical technical skills in the implementation of complex and mission-critical corporate applications, supporting large and/or diverse user populations.		Application and interview	
Qualifications		Degree or equivalent relevant IT industry experience.	Application

Other	Interest in and empathy with Higher Education.	Application and interview
	Compliance with relevant University policies.	Interview

Desirable Criteria

Area	Criteria	Stage
Experience	Of developing software and working on projects using the Agile methodology.	Application and interview
	Of managing a large scale/high volume Web service at an institutional or enterprise level.	Application and interview
	Of working with large Learning Technology systems.	Application and interview
	Experience of working in the Higher Education or similar sector	Application and interview
Skills and abilities	Deep and recent practical skills in administering and managing Linux servers.	Application, test, and interview
	Technical expertise in MySQL functions such as database replication.	Application, test, and interview
	Technical expertise in web-based technologies, such as CSS, HTML, JavaScript, AJAX etc...	Application, test, and interview
		Application and interview
Qualifications	Relevant formal IT accreditations.	Application
	ITIL	Application
	PRINCE2	Application
	AgilePM	Application

Conditions of Service

The position is FULL TIME and OPEN-ENDED. Salary will be on Management and Specialist Grade 7 (£46,485 to £55,295 per annum), at a starting salary to be confirmed on offer of appointment.

The appointment will be subject to the University's Terms and Conditions of Employment for STAFF GRADES 6 AND ABOVE, 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 can be found [here](#).

The University offers a wide range of employee benefits which can be found [here](#).

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 equity 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/>