**CCDG Job Specification**

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| **Job Title:** | **Developer** |
| **Created on:** | **June 2020** |
| **Reports To:** | **Systems Manager** |
| **Division/Dept/Location** | **To Be confirmed** |
| **Overall Purpose of Role:** | To support and develop lightweight micro-services and applications for the Careers Wales website and internal systems.Work with a third-party systems integrators, developers, and internal teams to implement target services as defined and owned by Careers Wales |
| **Education/Qualifications/Specific Training - essential** | Graduate or equivalent in programming/computer science field. |
| **Education/Qualifications/Specific Training - desirable** | * Welsh language skills desirable
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| **Knowledge/Skills/Experience****(\* = essential)** | Practical and demonstrable Experience and Knowledge in the following areas: * Experience of JAVA and C#\*
* Demonstrate experience and working knowledge of Cloud environments, specifically Microsoft Azure\*
* Demonstrate experience of working within an agile SDLC\*
* Demonstrate experience of developing a micro-services infrastructure, including the usage of common tools
* Demonstrate experience of working with Restful APIs & Swagger
* Demonstrate experience of working with continuous delivery pipelines for continuous integration and continuous deployment to Cloud environments using widely adopted tooling\*
* Demonstrate extensive experience with using scripting, programming languages and associated frameworks
* Demonstrate experience with version control software, specifically git, and job execution tools\*
* Demonstrate knowledge of secure coding and testing across a variety of tools and vulnerability management\*
* Experience with Drupal and PHP
* Ability to communicate effectively with internal colleagues and with external software vendors\*
* Ability to multi-task, prioritise and keep to tight deadlines\*
* Prepared to undertake duties outside normal working hours
* Demonstrable understanding of equality of opportunity, including the issues and concepts of working within a
* bilingual society
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| **Behavioural Traits** | **Aptitudes:** * analytical thinking,
* flexibility,
* planning,
* capacity to learn and develop,

***Personal Qualities:**** self-awareness,
* service orientation,
* assertiveness,
* achievement focus,
* self-reliance
* embrace change
* attention to detail
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| **Key Inputs:** | **Key Outcomes:** |
| 1. Design, Develop and Support light weight microservices
 | * 1. Development of API and applications as separate entities.
	2. Micro-services infrastructure developed in line with the Careers Wales target architecture.
	3. Design endpoint outputs and formats for consumption by front end development
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| 1. Development of applications for consumption by internal and external customers
 | * 1. Development of applications in line with Careers Wales front end design standards in UI
	2. Working with internal and external clients and partner organisations to adjust, diagnose and improve existing applications
	3. Developing against coding standards and best practices
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| 1. Extensive experience with version control software, specifically git, and development tools.
 | * 1. Git established for version control.
	2. Git established for hosting Git repositories.
	3. Git built into the CI/ CD pipeline.
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| 1. Working with the Systems Engineers, testing, Product Development team and suppliers to manage the automated deployment of software using the latest tools and technologies.
 | * 1. Working with DevOps to ensure best practices
	2. Knowledge of appropriate tools such as Swagger, Postman, Azure DevOps
	3. Successful and frequent releases of code into environments.
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| 1. Working with the Product development, DevOps team and suppliers using agile project management methodologies both on-site and off-site (remotely).
 | * 1. To contribute to and continually improve Careers Wales agile software development process.
	2. To work collaboratively with on-site and off-site teams.
	3. To ensure quality assurance standards are met within required timescales, communicating effectively with on-site and off-site teams.
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| **Health and Safety Statement** | Every employee has a responsibility under the Health and Safety at Work Act to:* Comply with the Health and Safety Policy, the Health and Safety Management Plan and all company safe work practices
* Ensure the safety of themselves and others in the workplace
* Immediately report any unsafe condition, dangerous occurrence, or injury to their line manager
* Ensure they are able to competently and safely perform any work they undertake
* Co-operate with the Company on all matters of health and safety
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| **Child & Vulnerable Adult Protection Statement** | The Company is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all its employees to show this commitment. |