

Job Description

Job Title:	Software & Systems Developer
Group:	UK
Dept/Project/Service:	Business Improvement
Reports to:	Data, MI & Systems Manager
Responsible for:	N/a
Usual office base:	National role (office bases in Gateshead, London, Reading or Sheffield)
Grade:	Careers Grade Specialist

Job Purpose:

As an experienced software developer, the role will involve supporting on design, development, and maintenance of in-house developed CRM solutions within the Careers & Employability division as well as overseeing various programs managed by Education Development Trust. The primary responsibilities of the role will encompass the complete software development lifecycle (SDLC), emphasising the creation of robust, high-performance solutions. The role holder's expertise will be pivotal in ensuring the resilience of security measures and disaster recovery protocols while maintaining seamless Business-As-Usual (BAU) operations. Beyond coding proficiency, the role will demand a proactive problem-solving approach and collaboration among software developers.

Job Objectives:

1. As an experienced developer take responsibility for writing code for internal software applications. This includes both front-end (user interface) and back-end (server-side) development. Working closely with other experienced developers to support the architecture and coding standards of the project. This will involve creating new functionality, building new features, and fixing bugs. It's crucial to write clean, efficient, and well-documented code that can easily be maintained by others.

2. Support peers in automating testing and quality assurance processes to support and complement existing testing processes. This includes performing unit tests to verify that individual pieces of code work correctly and integration tests to ensure that different components of the software work together seamlessly. Using automated testing and manual testing skills and experience, help to track down the root causes of issues and ensure fixes are implemented.
3. Continuous learning is essential for an experienced Software Developer to stay updated with the latest industry trends, programming languages, frameworks, and best practices, whilst supporting the wider team through implementation of learning. This role is an opportunity to grow your skills and knowledge in software development. Peer developers will help guide your learning process.
4. Work closely and collaborate with cross-functional teams, including IT departments, end users, managers, and quality assurance colleagues to deliver software solutions, understanding technical requirements from non-technical staff to inform solution requirements. Ensure effective communication and teamwork so that project requirements are understood, progress is shared, and issues resolved.
5. Collaborate closely with data analysts and reporting colleagues to ensure system functionalities align with business reporting requirements and that systems capture optimal information for the business needs.
6. As a product developer, document and demonstrate solutions by producing documentation, flowcharts, layouts, diagrams, charts, code comments, and clear code principles.
7. Strong experience in the ability to prioritise development projects dependent on business needs, desirable updates, and those for the health of the system(s) using Jira solutions.
8. Oversee system integrations and platform scaling, ensuring a link to and integration with other internal and external software products using APIs.
9. Be responsible for adhering to both local and Corporate Safeguarding policies and procedures aimed at promoting and safeguarding the welfare of children and at-

risk adults and attend mandatory child protection and/or adult protection safeguarding and Prevent training.

Scope:

The successful candidate must be prepared to travel, based on business needs.

This job description needs to be considered in the context of a developing and evolving business and therefore the duties described above will need to be adapted to meet the needs of each project.

Person Specification:

Knowledge

Essential:

- » RESTful API design and development (inc. maintaining security principles)
- » SQL Server (or other relational databases)
- » Unit testing (XUnit or other)
- » HTML, CSS and JavaScript
- » Version control using Git
- » Knowledge of software design principles and design patterns
- » Azure environment (Azure App Service, Azure SQL Database, Azure Functions etc)
- » Integration testing (Selenium or other)
- » Jira (project management)
- » GitHub (version control, code management, CI/CD)
- » Knowledge and exposure to Agile or Scrum methodologies

Desirable:

- » An understanding of progressive apps for multi-platform use
- » Mobile phone app development

Experience

Essential:

- » Strong experience in varied projects in C# and .NET development
- » Experience in Blazor UI development (Webassembly or Server)
- » Experience of programming and developing solutions

- » Strong experience across the full app development stack, with particular emphasis on Object-Orientated Programme (OOP), .NET technologies and C#
- » Experience with Cloud-deployed applications (Azure, AWS etc)
- » Front line software development support, including bug detection and analysis
- » Demonstrable evidence of close collaboration with stakeholders, applying Agile methodologies to accommodate evolving requirements and continuous communication throughout development
- » Creating and implementing test plans both manual and automated

Desirable:

- » Experience of the careers guidance or related sectors
- » Delivering coaching or training to individuals and groups

Skills

Essential:

- » Strong problem-solving skills with an analytical mind
- » Ability to work in a team and support one another's decisions
- » Self-development and a commitment to learning
- » Ability to communicate technical details to non-technical audiences
- » Highly effective written and verbal communication skills
- » Work collaboratively as part of a team
- » Excellent organisational and time management skills
- » Ability to meet deadlines and achieve targets and implement contingency plans were necessary
- » Ability to apply a flexible approach to work activities, including travel as required to meet business objectives

Competency Band: 3

Key competencies for the role:

Our Values	Key Competency 1	Key Competency 2
Excellence – creating and leading success	Delivering the vision	Responding to change
Integrity – supporting and building trust	Following through responsibilities	Valuing view and needs of others
Accountability – delivering and improving	Delivering value for money	Continually improving
Collaboration – engaging and partnering	Sharing knowledge with others	Engaging others to achieve goals

Job Family: Technology

Education Development Trust is committed to safeguarding and promoting the welfare of children and adults whom we work with and come into contact with around the world. All applicants are subject to thorough screening and for applicable roles, successful candidates are subject to relevant criminal record checks with national police authorities or the UK's Disclosure & Barring Service.

Education Development Trust also participates in the Inter Agency Misconduct Disclosure Scheme and we may request information from relevant job applicants' previous employers about any findings of sexual misconduct, including harassment, during employment, or incidents under investigation when the applicant left employment. By submitting an application, the job applicant confirms their understanding of these recruitment procedures.