**ROLE PROFILE**

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| **Role Title:** | | Senior Java Developer | **Leadership level:** | Middle |
| **Post reference:** | | 20804/20805 | **Job family:** | Digital Policing |
| **Grade:** | | I | **Location:** | Forcewide/Home working |
| **Allowances:** | | shift / weekend or standby | **Politically restricted post:** | NA |
| **Area command / Department:** | | Information &  Communication Technologies  Department | **Vetting level:** | RV |
| **Reporting to:** | | Development Manager or Development Support & Maintenance Manager | **Date accepted as a role profile:** |  |
| **Posts responsible for:** | | None / allocated staff, officer and volunteers | | |
| **Job Description** | | | | |
| **Overall purpose of the role:** | | | | |
| To design and develop new systems and enhance existing system, carrying out any required investigations and provide routine support to software applications in meeting the strategic objectives of the force. | | | | |
| **Key responsibilities of the role:** | | | | |
| **1** | Carry out design and development work for new Force applications as well as enhancing existing systems to effect improvement and efficiencies. | | | |
| **2** | Produce technical specifications from user requirements to progress them to implementation and prepare and maintain supporting technical documentation for internal development work. | | | |
| **3** | Assess requests for change and recommend the most appropriate development approach providing accurate estimates for the development work involved in delivering the change. | | | |
| **4** | Develop and drive forward the delivery of requests for change in line with development standards and procedures. | | | |
| **5** | Liaise with internal / external teams, stakeholders and suppliers, attending meetings and workshops to advice and give consultancy with regard to internal development work, representing the Development Team. | | | |
| **6** | Participate in the preparation and maintenance of standards and procedures related to ICT services to ensure they remain relevant in line with current industry best practice. | | | |
| **7** | Liaise with external suppliers and third parties as necessary to support system integration and ensure quality of service. | | | |
| **8** | Perform monitoring and testing to ensure compliance with user requirements and laid down specifications to ensure quality of deliverables. and, when required, provide training to users. | | | |
| **9** | Ensure that delivered change is effectively moved into Business as Usual with user acceptance, providing training to users and support teams, as necessary. | | | |
| **10** | Participate in implementation and recovery procedures, including work outside standard office hours, as well as taking part in the call-out/stand-by rota in order to maintain service levels associated with Force systems. | | | |
| **11** | Take part in the service desk process where this is considered beneficial to the overall provision of ICT services and provide support both to in-house developed and externally provided systems in accordance with service level agreements. | | | |
| **12** | Supervise, train and allocate work to staff and colleagues, providing advice and guidance when required in order to enhance the services provided in support of systems. | | | |
| **13** | Contributing to innovative and dynamic solutions using an agile delivery methodology to deliver a high quality standard of workmanship. | | | |
| **Part B – Scope of contacts** | | | | |
| **Internal / External relationships:** | | | | |
| **Internal:** Development Manager, Developer Support & Maintenance Manager, Team Leaders, Project and Programme Managers, Business Analysts and Business Systems Analysts, Technology Partners, Solutions Architect, Enterprise Architecture Team, Development Team, End Users and Project Stakeholders, ICT delivery teams, CIO Digital Policing and SMT.  **External:** End Users and Project Stakeholders, Third Party Suppliers | | | | |

**PERSON SPECIFICATION**

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| **Criteria** | **Essential** | **Desirable** | **How to be assessed** |
| Qualifications, knowledge and experience | Strong Java commercial experience inc. Spring Framework.  Degree, HND or equivalent qualification, and/or have significant relevant  experience.  Strong experience in the Java development language.  Commerical experience of Junit, Mockito, and powermock.  RESTful Web Services, MVC frameworks,  Apache Tomcat, Javascript, HTML and CSS for user interface development, XML and JSON for data  exchange and Oracle Databases are also required.  Commercial experience of Hibernate/JPA for database access *(moved from desirable)*.  Experience in Angular 2.0 onwards.  Experience in Agile Delivery methodology. | JQuery Javascript library commercial experience for user interface development  Ionic / Cordova commercial experience. | Application/interview/  CPD/Technical Test |
| Planning and organising | Ability to prioritise and plan to ensure that development work is delivered in a timely manner.  Strong estimating experience with an expectation that you will play a significant role in the planning of the work that you will be delivering.  Strong deployment planning experience and version control management. |  | Application/interview/  CPD |
| Problem solving and initiative | Ability to bridge the gap between technical and business language to create pragmatic, appropriate solutions.  Logical approach to troubleshooting and use of appropriate tools, including effective debugging and scripting |  | Application/interview/  CPD |
| Management and teamwork | A passion for supporting the development of others by identifying areas for improvements, mentoring and keeping abreast of latest technology. |  | Application/interview/  CPD |
| Communicating and influencing | Effectively communicate with officers and staff across the organisation  Communicate complex and challenging technical issues  An ability to proactively build, develop and maintain relationships with internal and external stakeholders, using your excellent communication skills. |  | Application/interview/  CPD |
| Other skills and behaviours |  | Experience of taking part in a call out rota | Application/interview/  CPD |