**Job Capsule Supplementary Information: Developer**

**This supplementary information for the Developer is for guidance and must be used in conjunction with the Job Capsule for Corporate Services.**

**Job Family: Information and Communications Technology Level 3**

**Job Zone: Zone 2**

**It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee’s contract of employment.**

**Role purpose**

The role of the Developer is to design large/ moderately complex programs and program modifications from supplied specifications using agreed standards and tools, to achieve a well-engineered result.

**Example outcomes or objectives that this role will deliver**

* Taking responsibility for the design, coding, testing and documentation of large or moderately complex programs.
* Planning, designing and conduct testing of programs; correcting errors and re-testing to achieve an error-free result.
* Working alone on new systems and modifications to existing systems, or with colleagues on complex systems, specifying user/ system interfaces, including for example: menus, screen dialogues, inputs, wireframes, boned rigs, visual characters, reports, validation and error correction procedures, and processing rules.
* Translating logical designs into physical designs taking account of target environment, performance requirements and existing systems. Producing detailed designs including for example: physical data flows, class diagrams, file layouts, common routines and utilities, program specifications or prototypes, and backup, recovery and restart procedures.
* Conducting reviews of supplied specifications, with others as necessary and take part in reviews of own work.
* Reviewing requirements and specifications and defining test conditions.
* Interpreting and executing sets of moderately complex test scripts using agreed methods and standards, recording and reporting outcomes.

**People management responsibilities**

* No formal line management responsibilities.
* May from time to time mentor and support Apprentice Developers.

**Relationships**

* This post reports to the Software Development Manager.

**Work environment**

* The post-holder will be required to work in an ‘agile’ way in line with Camden’s move to a paperless and flexible work environment.

**Technical knowledge and experience**

* BSc in relevant discipline, or equivalent industry experience.
* Proficient in software tools which automate or assist part of the development process.
* Proficient in understanding and applying organised and documented sets of techniques, and proven methods, intended to facilitate the structured and open development of applications. Increasingly a DEVOPS approach is taken where development and operational staff work together.
* Proficient in understanding software which enables the user to create, populate and manipulate data structures.
* Familiar with understanding the IT/ IS infrastructure and the IT applications and service processes used within the organisation.
* Familiar with understanding corporate, industry and professional standards, policies, regulations, compliance and codes of conduct associated with the role.
* Familiar with testing techniques used to plan and execute software tests of all application components (functional and non-functional) to verify that the software satisfies specified requirements and to detect errors.
* Familiar with applying methods and techniques for structured reviews, including reviews of technical work products, test plans, business cases, architectures and any other key deliverables. Examples: peer review, formal technical review.

**Camden Way Five Ways of Working**

In order to continue delivering for the people of Camden in the face of ever-increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

* Deliver for the people of Camden
* Work as one team
* Take pride in getting it right
* Find better ways
* Take personal responsibility

For further information on the Camden Way please visit: <https://camdengov.referrals.selectminds.com/togetherwearecamden/info/page1>