**Job Capsule Supplementary Information: Senior Developer**

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

**Job Family: Information and Communications Technology Level 4**

**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 Senior Developer is to design large and/ or 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**

* Specifying and designing large systems, covering for example: objectives, scope, constraints (such as performance, resources etc.), hardware, network and software environments, main system functions and information flows, data load and implementation strategies, phasing of development, requirements not met, and alternatives considered.
* Taking responsibility for the design, coding, testing and documentation of large or complex programs.
* Planning, designing and conduct testing of programs; correcting errors and re-testing to achieve an error-free result.
* Conducting reviews of supplied specifications, with others as necessary and take part in reviews of own work and lead reviews of colleagues' work.
* Use in-depth technical analysis of both functional and non-functional specifications (such as reliability, efficiency, usability, performance and portability) to determine test requirements.
* Planning, arranging and controlling meetings, workshops and relations with users and staff during test planning and throughout subsequent development and testing activities and take responsibility for the proper conduct of such relations.
* Contributing to evaluations and reviews of programming methods, tools and standards.
* Contributing to the development of appropriate design standards, methods and tools and ensure they are applied effectively and that all work is documented using the appropriate standards, methods and tools.

**People management responsibilities**

* No formal line management responsibilities.
* May from time to time mentor and support Developer and 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.
* Proficient in understanding the IT/ IS infrastructure and the IT applications and service processes used within the organisation.
* Proficient in 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>