**Job Profile**

**Job Title: Prototype Developer (Full Stack)**

**Job Grade: Level 5, Zone 1**

**About Camden**

Camden is changing on the inside to make life better for everyone. Because we’re not just home to the UK’s fast-growing economy. We’re home to the most important conversations happening today. And we’re making radical social change a reality, so that nobody gets left behind.

**As our Prototype Developer you will be responsible for building and leading our software development team and community. You will lead on software development practice for the council, setting software development standards and ensuring adherence, defining high-quality services and service support.**

**About the role**

This role is responsible to the Head of Digital Transformation for building and leading our software development team and community; hiring a diverse team; setting behavioural standards and good practice; taking responsibility for professional development of the product team and managing performance robustly

You will be leading our software development practice for the council; setting software development standards and ensuring they’re adhered to; defining high-quality services and service support. Continuously deliver software from discovery to live for our most complex, risky and interdependent products and services, working in the open with the user at the centre of all you do, including working across multiple product teams concurrently. Articulating the value of excellent in-house software delivery at LBC.

You will support more junior members of the team to set the direction of our products and lead colleagues to deliver product strategies. Being an active member of the Digital and Data team, helping us modernise and think radically about the role of technology in the future of the council.

**Main Duties:**

**Strategy**

* Develop and implement software development standards and practice for the council, using the best of modern frameworks and using modern processes like test-driven development and pair programming
* Use open-source, cloud-based, loosely coupled technologies to make sure our technology remains nimble and easily iterated upon. Ensure services are built upon APIs wherever possible, including influencing towards these approaches in outsourced systems.
* Use cross-government and other shared platforms wherever possible to meet our needs.
* Set, and monitor performance against, technology standards for the council, including software development standards and practice; architectural standards and designs; devops practice and culture
* Ensure that all software built, maintained and run by your team meet user need
* Ensure that all software built, maintained and run by your team pass the GDS service standard or equivalent peer review
* Stay on top of emerging technologies so that we can experiment and implement wisely

**Service delivery**

* Take responsibility for the software development of all our in-house digital services; work with the Head of Digital and Head of Applications to decide which team members should be allocated where; set standards and monitor team performance; coach and mentor team members
* Lead the software development of new services by being the lead developer in multidisciplinary product teams. Prototype code in the early stages of development, pairing with designers and researchers. Continuously release code throughout the product lifecycle; use modern deployment methods such as containerisation; test software to high standards
* Work in agile ways within multidisciplinary teams; take user stories from writing to production; bake quality assurance into every story; take an active approach to working down technical debt
* Take responsibility for making sure our services don’t become stale, continuously iterating in live
* Work with services to help them improve their technology systems, even when we haven’t built them

**Corporate**

* Actively contribute to the leadership of the Council, taking part in events and communities and encouraging your team to do the same.
* Make sure all your work activities promote diversity, inclusion and equity of outcome

**People**

* Build a development team that the whole council can be proud of. Hire a diverse team of brilliant technologists who want to offer amazing services to our residents, our staff, our visitors and our business.
* Set standards of work, behaviour and development that help your team be the best they can possibly be
* Build great relationships across the council, helping people see how technology can help them achieve financial and business outcomes.
* Actively develop yourself, both in terms of your technical skills and in your people and team skills
* Make yourself available as a source of technology advice for anyone who needs it
* Constantly work to increase your empathy for those around you, so that technology becomes the means to achieve real human outcomes, not just a series of tools.
* Establish and promote a culture of learning, building and leading a community of practice for software development
* Engage outside the organisation, promoting what we do; blog as necessary; do public speaking and attend events and community meetups to help us learn. Take an active part in the local government digital community.

**About you**

You will have a deep understanding of UX and interaction design principles, practices and methods. You will have proven ability in leading a development team, a strong influencer with an absolute commitment to meeting user needs in the best, most efficient way.

* Understanding of product development methodology, frameworks and principles
* Ability to Influence, persuade and communicate critical and strategic thinking and decision making, focusing on improving life chances for users and understand business challenges that are not easily solved.
* Data and evidence-driven decision making
* Knowledge of modern technology, including cloud technology, architecture
* Experience of Agile delivery methods and software practices
* Ability to make and guide strategic design decisions in complex service areas, explaining clearly how the decision has been reached and using this as evidence to make large-scale business change
* Ability to facilitate and guide services make decisions and plot the path forward.
* Ability to understand technical complexity and risks, run collaborative design activities, influence senior leaders and others.
* Ability to help services build and deliver on transformation vision
* Ability to manage risk, and explain the trade-off between complex risk factors to find simple ways forward
* Ability to prototype in different ways: on paper, in code or in conversation
* Ability to build software to the highest standard, in a range of languages and frameworks
* Ability to test software in modern ways, including automated testing
* An absolute commitment to meet user need in the best, most efficient way
* Ability to flex delivery approaches depending on context

**Knowledge**

* Deep knowledge of modern technology practices around infrastructure, hosting and platforms
* Deep knowledge of and commitment to open-source technology
* Deep knowledge of modern software and software development practice, including the various options around self-built, low-code and outsourced services
* A deep applied knowledge of agile ways of working
* Knowledge of devops practice and culture and associated practices like continuous deployment and testing, test-driven development and pair programming
* Knowledge of cross-government procurement frameworks and processes
* Knowledge of cross-government platforms like GOV.UK Pay and Notify
* Knowledge of the environmental footprint of technology, and a commitment to lower it

**Skills and Abilities**

* The ability to lead a development team.
* Ability to build software to the highest standard, in a range of languages and frameworks
* The ability to test software in modern ways, including automated testing
* The ability to be accountable for decisions and protect your team without taking any credit for their work
* An absolute commitment to meet user need in the best, most efficient way
* Ability to flex delivery approaches depending on context
* A strong influencer, with the ability to persuade and negotiate with stakeholders of all levels
* Strong people management skills, with the ability to create a positive working environment in which equality and diversity are embedded in every aspect of the team’s work and output, dignity at work is upheld and staff are empowered and motivated to achieve good outcomes
* Understanding of and commitment to the Council’s equal opportunities policies and ability to put into practice in the context of this post.
* Understanding of and commitment to achieving the Council’s staff values and ability to put into practice in the context of this post.

**Experience**

* Experience leading software development teams
* Experience setting service and development standards
* Experience of developing services that takes account of the needs of diverse users.
* Experience building complex services in code
* Experience working in a culture of continuous code release
* Significant experience working in teams using agile methods and culture
* Significant experience in understanding and balancing client, organisational, and technical needs and knowing how to balance these when setting product strategy and direction.
* Significant experience of researching, prototyping, launching and scaling products and platforms from inception to live.
* Experience working with APIs and microservices architecture and managing the relationships between interdependent product and platform teams.
* Experience working in the public sector
* Experience instilling devops practices in a team new to it
* Experience building and leading intentionally diverse teams

**Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](http://camdocs.camden.gov.uk/HPRMWebDrawer/Record/8081811/file/document?inline).

**Diversity & Inclusion**

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other nonwhite ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

**Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn’t.

At Camden we are proud to be one of Hire Me My Way’s inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,