

Job Profile

Job Title: Full Stack Developer

Job Grade: Level 5, Zone 2

Salary Range: £51,542 - £62,995

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 Full Stack Developer, you will be responsible for designing and building back and front-end solutions to our product and service challenges - sometimes as prototypes or minimum viable products in working code, and other times supporting teams on existing platforms to deliver excellent front-end experiences.

About the role

Reporting into the Tech Lead, you will be responsible for designing and building technical solutions with our design and product teams, working on challenging product and service propositions fixing product features and helping design and delivery whole new propositions. You will devise prototypes in working code that can be tested with users, build. minimum viable products that test systems integration and deliver high quality front-end code to be deployed across different platforms in use at Camden. You will help establish good development practice, taking an active and creative role in multi-disciplinary teams and take responsibility for your continuing professional development, learning from both inside and outside the council as part of a wide community of practice.

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. Your performance will help the teams understand the value of excellent in-house software delivery.

You will support more junior members of the team with their technical understanding and basic coding and help deliver product strategies.

Main Duties:

Strategy

- Maintain 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.
- Monitor performance against technology standards for the council, including software development standards and practice; architectural standards and designs; develops practice and culture

- Ensure that all software built meets user need working collaboratively with product team members to achieve this
- 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

- 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

About you

You will have a deep understanding of UX and interaction design principles, practices and methods. You will have proven ability in developing accessible software, with an absolute commitment to meeting user needs in the best, most efficient way with excellent user experiences

- Understanding of product development methodology, frameworks and principles
- Knowledge of modern technology, including cloud technology, architecture
- Experience of Agile delivery methods and software practices
- 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
- Ability to implement and support coding libraries and technical service patterns for contribution to a Design System
- Support design criteria sessions, specifically around technical constraints

Knowledge

- Good knowledge of modern technology practices around infrastructure, hosting and platforms
- Deep knowledge of and commitment to open-source technology
- Good knowledge of modern software and software development practice, including the various options around self-built, low-code and outsourced services
- An 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

- 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

Experience

- Confident building responsive web applications using modern front end web technologies (HTML, CSS/Sass, Javascript)
- Experience with libraries like React.js, Vue.js or similar
- Experience working with a Design System
- Knowledge and experience of building accessible websites
- **Availability and capacity management.** You can manage the service components to ensure they meet business needs and performance targets.
- **Development process optimisation.** You can explain the importance of developing process efficiency and the common ways in which processes are optimised. You can support specific activities to improve development processes. You can spot or identify obvious deficiencies.
- **Information security.** You can discuss information security. You can design solutions and services with security controls embedded, specifically engineered as mitigation against security threats as a core part of the solutions and services.
- **Programming and build (software engineering).** You collaborate with others when necessary to review specifications and use these agreed specifications to design, code, test and document programs or scripts of medium to high complexity, using the right standards and tools.
- **Prototyping.** You see prototyping as a team activity, actively soliciting prototypes and testing with others. You establish design patterns and iterate them. You know a variety of methods of prototyping and can choose the most appropriate ones.
- **Service support.** You can help fix faults following agreed procedures. You can carry out agreed maintenance tasks on infrastructure.
- **Systems design.** You can translate logical designs into physical designs. You can produce detailed designs. You know how to document all work using required standards, methods and tools, including prototyping tools where appropriate. You can design systems characterised by managed levels of risk, manageable business and technical complexity, and meaningful impact. You can work with well understood technology and identify appropriate patterns.
- **Systems integration.** You can build and test simple interfaces between systems, or work on more complex integration as part of a wider team.

Work Environment

You will be required to work in line with Camden's agile working framework including flexible and remote working patterns which are a combination of office-based and home working, as required by the service and effective delivery of services within that framework.

People Management Responsibilities

N/A

Relationships

Internal at all levels including executive, senior officer, officer and members.

External, including local government, voluntary sector, public, private, membership bodies and professional bodies.

To represent Digital Product and Services and the Council at national and international level.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

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](#).

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,