



WARRINGTON

Borough Council

PERSON SPECIFICATION

NOTE TO APPLICANTS: Whilst all points on the specification are important, 'D' is desirable. Those marked 'E' (essential) are the key requirements. You should pay particular attention to these essential points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

JOB TITLE: Systems Development Lead

GRADE: Grade 10

DIRECTORATE: Corporate Services

SERVICE: IT

CRITERIA:

Experience

Extensive experience of systems development in a professional environment, including software engineering and data management. The ability to demonstrate both a wide and deep technology knowledge.	E	A,I
Extensive experience of delivering technology solutions that meet business needs and requirements for functionality, value for money, security and performance.	E	A,I
Solid experience of assuring high quality outcomes via methodologies ranging from peer reviews, to automated testing tools and behaviour driven development.	D	A,I
Experience of managing a systems development team and uplifting their capability. Strong interpersonal skills including mentoring, coaching, collaborating and team building.	E	A,I
Ability to source and implement appropriate tools and technologies for different business outcomes, including the buy-versus-build considerations. Experience of developing technology designs and plans that show how solutions will be achieved and delivered.	E	A,I
Experience of working within technically orientated transformational programmes within a complex, multi-disciplinary environment.	D	A,I
Experience of developing Target Operating Models for technology.	D	A,I

Good understanding of implementing the waterfall (SDLC) delivery lifecycle and the AGILE delivery model.	E	A,I
Experience of delivering systems using different environments such as bespoke development (.Net, Java, web services, etc), relational databases, low-code / no-code tools, Commercial-Off-The-Shelf products (such as CRM systems, EDMS systems, etc). This is not a prescriptive list and is used to illustrate some types of technologies the role holder will have experience in.	E	A,I
Experience of designing and delivering digital solutions that align to the requirements of the Government Digital Service.	D	A,I
Experience of delivering change within a local or central government setting.	D	A, I

Skills and Abilities

Shows a passion for technology and specifically the exploitation of technology for business benefit. A spirit of innovation that fosters an environment that embraces change and promotes creativity.	E	A,I
A role model for excellent leadership: customer focus, leading, motivating and inspiring others to deliver outstanding performance ensuring behaviours are not sacrificed whilst striving to deliver.	E	A,I
Clear understanding of the requirements for service transition and service management (e.g. to ITIL standards). Clear ability to demonstrate the requirements for delivering sustainable and well managed technology services as opposed to just "systems".	E	A,I
Excellent stakeholder management skills with strong competencies in negotiating and influencing skills. Strong oral and written communications skills and experience interacting at all levels using plain and clear language.	E	A,I
Contribute to the development of solution sourcing strategies. Understand the complexities and implications of using both in-house development teams and external suppliers.	E	A,I
Be able to plan and estimate resources and costs appropriately for systems delivery.	E	A/I
Adjusts quickly to changing priorities and conditions. Copes effectively with complexity and change. Ability to work under pressure in fast paced environment.	E	A,I
Creative approach to problem-solving with the ability to focus on details	E	A,I

while maintaining the “big picture” view.		
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Education/Qualifications/Knowledge

Formal qualifications or training in software development, programming or systems engineering. This could include degree or diploma level qualifications or equally could vocational courses attended during the course of a career via different training providers and academies.	D	A,I
Strong knowledge of the principles of how Disaster Recovery methods should be designed into system and how Business Continuity should be planned.	E	A,I
Any qualifications relevant to modern and digital delivery methods such as Professional Scrum Delivery, Open Stack Software, etc.	D	A,I
<p>Ably hands-on knowledge of differing associated technology methodologies such as:</p> <ul style="list-style-type: none"> • System architecture and design • Business analysis • Project and delivery management (both AGILE and waterfall) • Service delivery and service management (ITIL) • System testing strategies and processes. 	D	A,I
Understanding of the requirements for delivering using both an on-premise and externally managed hosting environment.	D	A,I

Other Requirements

To be able to work 37 hours per week, flexibly within the agreed working hours of the Council and in accordance with the needs of the service.	E	A, I
To be able to travel as required within the borough in relation to the delivery of the service.	E	A,I
An awareness of best practice in relation to consultation regarding service and/or personnel change.	D	A,I
Ability to understand and demonstrate commitment to equality and diversity within the context of programme delivery.	E	A,I
An understanding of the application of Equality Impact Assessments.	D	A, I
Committed to providing an excellent user experience and to embedding customer focus in all aspects of the service.	E	A,I
Able to demonstrate how customers (end users) would be proactively	D	A,I

engaged to ensure fit for purpose solutions are developed.		
Committed to embedding customer feedback as a core aspect of product delivery.	E	A,I

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Methods of Assessment key

**A = application form, C = Certificate, E = Exercise, I = Interview,
P = presentation, T= Test, AC = assessment centre**