

## Principal IT Developer – Learning and Information Services – Grade H

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### Job Description

#### Purpose

To provide leadership to the software development team in both

- the development and implementation of high-quality standards relating to development and
- ensuring the technology platforms used for in house developments provide the necessary degree of agility

The postholder will also provide a high level of systems and technical IT skills making significant contribution to the delivery of the ISP Project portfolio.

#### Duties

1. To take a lead role in the development and maintenance of an appropriate development environment to support the in-house development requirements of the University, operating within the LIS technical and infrastructural environment deputizing for higher level staff as appropriate.
2. To develop new technical and developmental skills and provide a lead technical role in areas of expertise as required. Provide leadership, training, coaching, and guidance to other team members.
3. To determine, establish and maintain standards and processes / procedures, in line with recognised industry best practice, relative to the postholder's IS/IT specialist area.
4. To agree with the Platform Manager / Product Owner and other key stakeholders the allocation of specialist resource to multi-skill projects and to plan. To plan, direct, monitor and appraise the work of assigned staff so as to optimise the achievement of corporate tasks within the framework of the Service plan.
5. To make a significant contribution to the development, implementation, support and maintenance in a current area of technology produce project deliverables (for example, but not limited to, in house software components) following Agile methodologies.
6. To use a variety of standard development tools in the UCLan Development Standard Toolset (e.g. Microsoft Stack, C# .NET, Oracle PL/SQL, Azure technologies, Dynamics 365 and web development tools utilising HTML, JavaScript, AngularJS and REST) to deliver technical products to agreed specifications, timeframe and quality standards.
7. Maintain and expand your own knowledge and skill set in relevant business and technology areas through personal and professional development.
8. To provide second / third line technical / analysis support, in specialist areas of expertise, for corporate and other supported systems.
9. To assist in the resolution of general issues (not in your specialist area of expertise), and, when requested, contribute to the resolution of serious technical issues.

10. Effectively and constructively communicate your insights and plans to cross-functional team members and management.
11. Prioritise initiatives based on business needs and requirements.
12. Develop, adopt and adhere to established principles and standards for design, branding, architecture and documentation.
13. Attend, contribute to, and lead stand-ups, team meetings and other relevant forums.
14. Demonstrate flexibility and commitment to the University strategic plan, policies and development plans.
15. Staff may be required, from time to time and on an ad hoc basis, to work additional hours and/or alternative hours outside of their normal working pattern to meet the needs of the business.
16. To observe, monitor and comply with all relevant University policies and procedures in the performance of duties, particularly in relation to System and Information Security.
17. Undertake any other duties commensurate with the grade of the role.

#### Person Specification

#### **Knowledge, Skills, and Behaviours (Essential)**

- Extensive recent experience working in a software development role using the current programming languages / environments required within the product / platform team (Application/Interview).
- Working in a multiple operating system networked environment and within an agile software development environment and relevant tooling / systems such as Azure DevOps, Kanban Boards etc (Application/Interview).
- Development and / or implementation of development quality standards with experience of migration between development environment (Application/Interview).
- Undergraduate degree or equivalent in relevant discipline or equivalent work experience (Application).
- Relevant certification in appropriate technologies or demonstrable equivalent experience (Application).
- Excellent technical development skills applied in a relevant environment, as defined through the current technology roadmap for the platform team (Application/Interview).
- Skills in developing and articulating value propositions to challenge, influence and develop priorities and workload (Application/Interview).
- Ability to communicate and collaborate well with colleagues and stakeholders at all levels of an organisation with varying technical experience and capabilities, competent in coaching, motivating, persuading, delegating and supporting others (Application/Interview).
- Ability to manage and influence discussions and workshops for example around design, technology and development standards (Application/Interview).

- Strong problem-solving capability, with a logical approach and the ability to see different perspectives and options (Application/Interview).
- Ability to remain calm and work well under pressure, both as part of the team and on own initiative and appreciation of business priorities, deadlines and client requirements (Application/Interview).
- Experience in working in a team environment, motivating staff and ensuring the projects are delivered (Application/Interview).
- Awareness and understanding of confidentiality (Application/Interview).
- Commitment to personal and professional development (Interview).
- Demonstrate a flexible approach to work and working hours with the ability to work occasional evenings and weekends as required (Application/Interview).
- An understanding of and demonstrable commitment to the University's Values of Achieving Together, Being Proud, Creating Opportunity and Supporting All, as a framework for decisions, actions and behaviours (Application/Interview).

#### **Knowledge, Skills, and Behaviours (Desirable)**

- Experience of working in Higher Education (Application/Interview).
- Work experience of Systems Analysis / Design in organisational environments (Application/Interview).
- Experience of overseeing software development and the adoption and continuous improvement of software design and engineering practices (Application/Interview).
- BCS Chartered Professional or similar (Application).
- Experience of Database modelling (Application/Interview).