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**Job Description**

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| **Job title:** | **Developer** |
| **Department/School:** | **Marketing** |
| **Grade:** | **7** |
| **Location:** | **University of Bath** |

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| **Job purpose** |
| Be a key member of the team developing and maintaining the University’s primary web sites and applications using an agile approach to writing software which favours sustainable development, continuous delivery, and meeting user needs. |

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| **Source and nature of management provided**  |
| Head of Digital Development |

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| **Main duties and responsibilities**  |
| **1** | Work with colleagues in Marketing to capture and analyse user needs |
| **2** | Design and implement changes to platforms and products to best meet user needs |
| **3** | Use appropriate patterns and frameworks in product design and implementation |
| **4** | Develop code in line with the team's coding processes and standards |
| **5** | Ensure that technical excellence, appropriate testing, coding best practice, and version control are incorporated into the development process for every project |
| **6** | Document code and platforms to allow other team members to quickly understand and work with them |
| **7** | Continuously update skills and participate in personal development opportunities |
| **8** | Contribute to the team knowledgebase and proactively research and evaluate new technologies to contribute to improved team delivery |
| **9** | Deal professionally with clients and staff to support products and enhance the reputation of the Marketing department |
| You will from time to time be required to undertake other duties of a similar nature as reasonably required by your line manager. This may include supporting key recruitment activities (such as Open Days) for which TOIL would be provided, where contracted working hours are exceeded, which can be taken with agreement of the post-holder’s line manager.You are required to follow all University policies and procedures at all times and take account of University guidance. |

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**Person Specification**

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| **Criteria: Qualifications and Training** | **Essential** | **Desirable** |
| Educated to degree level in relevant field or have equivalent professional experience. |  🗸 |  |

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| **Criteria: Knowledge and Experience** | **Essential** | **Desirable** |
| Demonstrable experience of using Ruby in production web applications | 🗸 |  |
| Demonstrable experience of test frameworks (e.g., RSpec, Minitest, Selenium, Capybara) | 🗸 |  |
| HTML5 | 🗸 |  |
| Git  | 🗸 |  |
| Web server configuration (eg Apache, Nginx) | 🗸 |  |
| Ruby on Rails |  | 🗸 |
| JavaScript |  | 🗸 |
| CSS |  | 🗸 |
| PHP |  | 🗸 |
| SQL |  | 🗸 |
| Web accessibility |  | 🗸 |
| Continuous integration and deployment |  | 🗸 |
| Experience of Agile or Lean project management processes |  | 🗸 |

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| **Criteria: Skills and Attributes** | **Essential** | **Desirable** |
| Strong analysis and problem-solving skills | 🗸 |  |
| Effective written and oral communication skills | 🗸 |  |
| Positive attitude | 🗸 |  |
| Conscientious | 🗸 |  |
| Good attention to detail | 🗸 |  |
| Can work well in a team | 🗸 |  |
| Strong analysis and problem-solving skills | 🗸 |  |
| Committed to continuing professional development | 🗸 |  |

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| **Effective Behaviours Framework**The University has identified a set of effective behaviours which we value and have found to be consistent with high performance across the organisation. Part of the selection process for this post will be to assess whether candidates have demonstrably exhibited these behaviours previously.  |
| **Managing self and personal skills:**Willing and able to assess and apply own skills, abilities and experience. Being aware of own behaviour and how it impacts on others.   |
| **Delivering excellent service:**Providing the best quality service to all students and staff and to external customers e.g. clients, suppliers. Building genuine and open long-term relationships in order to drive up service standards.   |
| **Finding innovative solutions:**Taking a holistic view and working enthusiastically and with creativity to analyse problems and develop innovative and workable solutions. Identifying opportunities for innovation.   |
| **Embracing change:**Adjusting to unfamiliar situations, demands and changing roles. Seeing change as an opportunity and being receptive to new ideas.  |
| **Using resources:**Making effective use of available resources including people, information, networks and budgets. Being aware of the financial and commercial aspects of the University. |
| **Engaging with the big picture:**Seeing the work that you do in the context of the bigger picture e.g. in the context of what the University/other departments are striving to achieve and taking a long-term view. Communicating vision clearly and enthusiastically to inspire and motivate others.   |
| **Developing self and others:**Showing commitment to own development and supporting and encouraging others to develop their knowledge, skills and behaviours to enable them to reach their full potential for the wider benefit of the University.   |
| **Working with people:**Working co-operatively with others in order to achieve objectives. Demonstrating a commitment to diversity and applying a wider range of interpersonal skills.    |
| **Achieving results:**Planning and organising workloads to ensure that deadlines are met within resource constraints. Consistently meeting objectives and success criteria.   |