

Systems Developer – Job Description

The Role

Job title:	Systems Developer
Department:	Digital Innovation
Responsible to:	Digital Architecture Manager
Location:	Royal Agricultural University, Cirencester
Salary:	Grade 6: £26,341 - £31,406 DOE
Term:	Full-time, permanent

Relationships with: Staff, students, customers, suppliers and contractors

We have a number of different ways to work flexibly, so at your interview feel free to talk about what flexibility means to you. There are no guarantees, however, examples of how our employee already work flexibly include part-time, job share, hybrid-working and compressed hours.

Role Purpose

- To take business and systems specifications and convert into effective and secure code to enable the interoperability of systems across the University.
- Produce small applications and websites to meet local and specific business requirements.
- Troubleshoot, diagnose and resolve problems with existing code as issues arise.
- Configuration of system integrations to enable data flows and interoperability.

Key Responsibilities

1. Work both in partnership with the Digital Architecture team, the University's business analyst and, when required, directly with internal customers to develop an in-depth understanding of the University's requirements for management information and pedagogic services and systems.
2. Research and develop skills, standards and solutions in new technologies to provide recommendations for improvements to the University's digital systems and assist in the identification and procurement of new software packages from external suppliers.
3. Participate in the creation of well written systems specifications and documentation
4. Design, develop, test and maintain new and existing student-facing websites and web-based applications as required to meet the University's business needs.
5. Design, develop, test and maintain enhancements to both real-time and batch interfaces, using middleware and web technologies, between a number of locally and remotely hosted systems,

including but not limited to the University's Student Records, Finance, Accommodation, Library, HR and Payroll systems.

- 6.** Design, conduct and document testing at unit and system level and assist with end-user acceptance testing.
- 7.** Design and deliver knowledge transfer to end users on new business applications, and to technical staff on new technologies.
- 8.** Provide support as required to staff, students, guests and visitors by assisting with any digital issues they may have encountered, as required.
- 9.** Investigate and resolve issues elevated by the Digital Operations team, working with suppliers when required and monitoring their progress through to resolution.
- 10.** Undertake on-going personal and professional-based development, ensuring skills and knowledge are up to date so that the role is performed to the required level.
- 11.** Represent the department, when required, at internal committees and meetings.
- 12.** Represent the University, when required, at external conferences, seminars and meetings with suppliers.
- 13.** Carry out such other tasks as may be requested by the Director of Digital Innovation and Digital Architecture Manager.

General responsibilities:

- The University is committed to equality of opportunity. All staff are required to comply with current legislation, University policies and good practice guidance.
- All staff are required to act in a way that safeguards the health and wellbeing of children and vulnerable adults at all times. The post holder must be familiar with and adhere to appropriate safeguarding policies and guidance and participate in related mandatory/statutory training. Managers have a responsibility to ensure their team members understand their individual responsibilities with regard to safeguarding children and vulnerable adults.
- All staff are required to participate in the University appraisal process and should ensure they are familiar with the process and plan time to prepare for their appraisal. Following the appraisal, staff are expected to undertake in any necessary learning and development and work towards the objectives that have been set.
- The University expects staff to attend any training designated as mandatory and to undertake learning and development activities to support their role. Managers must facilitate learning and development within their teams.
- It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and that restricted information or highly restricted information to which they have access remains confidential during and after their employment at Royal Agricultural University. All staff must undergo appropriate data protection training as required.

- All absence from work must be reported in accordance with the University's absence procedures and recorded on iTrent.
- The University acknowledges its responsibility to provide a safe, smoke free environment, to its employees, service users and visitors. It is the policy of the University not to allow smoking on University premises other than in specifically designated areas.

Person Specification

Requirements The post holder must be able to demonstrate:	Essential or Desirable	Measured By A) Application Form B) Interview C) Presentation / Practical Exercise
Qualifications		
Educated to A level in computer sciences or equivalent qualification or experience in a related field	E	A, B
Professional qualifications (e.g. Microsoft certification)	D	A, B
Experience		
Previous experience of working in the UK Higher Education sector	D	A, B
Substantial experience of working in a complex business environment	D	A, B
Substantial experience of working in a similar role	D	A, B
Skills		
Experience of work within a fast-changing business and technical environment	D	A, B
Evidence of self-motivation, proactive with a positive attitude, notably to identify service improvements	E	A, B
Ability to design database structures to meet technical requirements	E	A, B
Ability to produce well-structured and documented code	E	A, B
Ability to create technical test scripts and associated documentation	E	A, B
Working knowledge of the following technologies:		
▪ MS SQL	E	A, B, C
▪ .Net	E	A, B, C
▪ C#	E	A, B, C

Requirements The post holder must be able to demonstrate:	Essential or Desirable	Measured By A) Application Form B) Interview C) Presentation / Practical Exercise
<ul style="list-style-type: none"> HTML/CSS 	E	A, B, C
<ul style="list-style-type: none"> XML 	E	A, B, C
<ul style="list-style-type: none"> Web Services 	E	A, B, C
Experience of designing and implementing changes and enhancements to digital interfaces	E	A, B
Evidence of quickly learning / effectively adapting to new technologies	E	A, B
Evidence of problem-solving, analytical and organisational skills	E	A, B
Self-motivated and able both to work on own initiative and as part of a (potentially multi-disciplinary) team	E	B
Ability to remain effective when faced with competing objectives and tight deadlines	E	B
Ability to manage confidential and sensitive information with tact and discretion	E	A, B

Application Procedure

If you are interested in applying for this role, please send:

- University [Professional Services Application Form](#) together with the [Equal Opportunities Monitoring Form](#) available on the University website www.rau.ac.uk) – you may attach your up to date CV if you wish to add additional information.
- Details of two referees who must be people who can comment authoritatively on you as a person and as an employee in relation to the level of the post, and must include your current or most recent employer or their representative.
- Please forward to the HR Team, Royal Agricultural University, Cirencester, Gloucestershire, GL7 6JS or via email to jobs@rau.ac.uk stating where you saw the advert for the role
- Closing date:** 30th Jan 2022 with **Interviews on:** 9th Feb 2022.
- Should you be selected for interview please be aware that we are unable to reimburse interview expenses.

The RAU is an equal opportunities employer and we particularly welcome applications from black and minority ethnic candidates as they are under-represented within the RAU at this level