Northumberland County Council

JOB DESCRIPTION

Post Title: Senior Front End Developer	**Director/Service/Sector** Finance / Information Services		**Office Use**
Band: 10	**Workplace:** County Hall		JE ref:4314 HRMS ref:
Responsible to: Lead Software Developer	**Date:** March 2023	**Manager Level**	

Job Purpose: To lead the successful design, development of modern, high-quality, accessible, web based interfaces that provide exceptional user experiences in line with strategic, best practice and legislative needs.	
Resources Staff	Has direct line management responsibility for the work of others and for the allocation of resources. This includes managing developers, mentoring graduates, internships and apprentices
Finance	Negotiate, influence and help to set budgets in complex environments up to the value of £5m. Write or input into business cases and can expertly communicate business-value propositions. Supporting the monitoring of contracts up to £10M.
Physical	Maintain and operate key corporate information systems, ensuring careful use of allocated tools and equipment.
Clients	Interacts with and influences immediate colleagues to negotiate, persuade or convince a course of action that would otherwise have not been considered. Acts as the escalation point to resolve large or high-risk commercial management issues.

- Provide strategic advice to the IT / Digital Leadership Team in relation to strategy, best practice, legislation or other specialist initiatives within the field of front-end development.
- Demonstrate leadership and modern standards approach to the identification, delivery and improvement of application standards to deliver products and services that will enable the council to deliver its digital transformation ambitions.
- Research and evaluate new methodologies and technologies that improve the quality, reliability and performance of front-end development systems and processes.
- Maintain a high level of front-end development skills in coding languages in the selected technology set.
- Contribute to overall architectural direction for the authority regarding front end development.
- Design and manage projects and systems with both business and technical complexity, holding individuals to account for project delivery against strategic milestones and objectives.
- Design and develops UI tests
- Design and build complex solutions and services with security controls embedded, specifically engineered as mitigation against security threats as a core part of the solutions and services.
- Ensure all services and applications built or procured adhere to the Gov.uk Technology Code of Practice, Government Service Standards, Government Accessibility Regulations (including the latest accessibility guidelines from the W3C) and Information Governance principles. This also includes providing advice and support to externally produced websites and recommending accessibility fixes to suppliers.
- Lead on the development of best-practice guidelines and continuous improvement of those guidelines
- Ensure all services and applications are built upon APIs wherever possible allowing future extension and integration.
- Follows agreed standards in order to write clean, secure and well-tested code
- Helps to resolve problems (e.g. poor system performance) and faults (e.g. system failure), occurring in developed applications
- Conducts investigations of operational problems, makes proposals for improvement and implements them when appropriate. Participates in reviews of digital services and systems performance, provides advice and assists.
- To take part in professional development and training as identified and to attend relevant conferences/seminars/workshops as and when requested.

The duties and responsibilities highlighted in this job description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the band has been established on this basis.

Transport requirements: Working patterns: Working conditions:	Travel to other work sites, area offices or training venues throughout the County and occasionally further a-field. Normal office hours but flexi-hours may apply, if colleagues provide cover. Some standby or call out arrangements may apply. Minimal exposure to working outdoors.

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Essential	**Desirable**	**Assess by**

Qualifications and Knowledge

Essential	Desirable	Assess by
- Bachelor's or master's degree in computer science, Software Engineering, or a related field - A technical qualification or evidence of competency in IT. - Significant specialist knowledge and experience of front-end development with a proven and demonstrable track record. - Excellent knowledge of service design principles and practices, including user research, prototyping, and service design patterns - Able to consider a range of practices, precedents, concepts and principles to determine best practice, within the specialist area of front end development. - Able to plan and implement organisation wide processes and procedures, tools and techniques for the identification, assessment, and management of risk inherent in the operation of business processes and of potential risks arising from planned change. - Knowledge of programming techniques and methodologies. - Evidence of continuing professional development and expert knowledge in relevant professional area.	REACT, Blazor, Next JS	(a), (i)

Experience

Essential	Desirable	Assess by
- Experience of front-end UI coding utilising HTML5, Node.js, CSS3, SASS, JavaScript, JQuery and other industry standard technologies and front-end frameworks e.g. Bootstrap - Experience with programming languages such as JavaScript, C#, HTML, .NET and CSS, as well as experience with software development methodologies such as Agile and DevOps. - Strong experience with front-end development tools such as Git, Webpack, and npm - Experience of real world experience of web development, technical support and technical assurance in a complex technical environment. - Experience of information architecture, user interface development, and interaction design principles - Significant experience of delivering complex applications in collaboration with users as part of a multi-functional agile delivery team - Experience of communicating new approaches in simple and accessible language to a wide range of audiences, including senior stakeholders and decision makers. - History of championing technical evolution within an organisation, find, test, agree and adopt emerging technologies. - Significant experience establishing and maintaining effective user research and engagement strategies to ensure that services are designed to meet user needs and expectations - Experience of balancing the needs of users with organisation priorities to make the right decisions and empowering teams to act upon them - Extensive knowledge and experience of reviewing systems designs of others to ensure the selection of appropriate technology, efficient use of resources and integration of multiple systems and technology.	Basic java understanding	(a), (i)

	• Experience of building and leading teams of developers		
Skills and competencies			
	• Expert at designing and developing user-centred interfaces for mobile, tablet and desktop devices • High level of understanding of writing accessible markup and creating user-centred accessible websites. • High level of development skills in front-end coding including (HTML, CSS, Javascript) • Skilled in front-end development frameworks including (REACT, Angular etc) • Highly skilled in the creating and maintaining technical documentation, including design documents, operational procedures to ensure that all products produced have appropriate documentation to support with maintenance and future development. • Skills and experience of front-end development and testing techniques • Strong analytical and problem-solving skills, with the ability to think creatively and strategically to solve complex business problems. • Ability to manage multiple priorities and deliverables, with a strong attention to detail and ability to meet deadlines. • A thorough understanding of how to deal with ambiguity, complexity and diversity with a clear understanding of the difference between user needs and the desires of the user. • A thorough understanding of how to interpret user needs and translate them into application and operational requirements. • Understanding of information security and ability to design solutions and services with security controls embedded, specifically engineered as mitigation against security threats as a core part of the solutions and services. • Evidence of collaboration with the Software Engineering/Development community to ensure usability, accessibility, security, stability and capacity are embedded in the development of our citizen services. • Extensive evidence of ability to write clean, secure and well-tested code • Detailed knowledge and experience of APIs, RESTful services and Microservice Architectures. • A history of being able to select appropriate design standards, methods and tools, and ensure they are applied effectively. • Ability to coordinate build activities across systems and can undertake and support integration testing activities.		(a), (i), (t)
Physical, mental and emotional demands			
	• Commitment to high standards of professional performance. • Generally works from a seated position with regular need to walk, bend or carry items. • Need to maintain high levels of intense general awareness and enhanced concentration across a multitude of projects or services running at the same time for lengthy periods. • Works under general supervision. Uses discretion in identifying and resolving complex problems and assignments. • Contact with public/clients/ partners and internal employees • Ability to work to strict deadlines, dealing with conflicting demands, prioritising workload effectively. Plans own work to meet given objectives and processes • Exercises substantial personal responsibility and autonomy. • Ability to support staff, resolving conflict, motivating and managing change.		(a), (i)
Motivation			

• What really excites the successful candidate is problem-solving and the opportunity to deliver innovative technology that carries real value for users. • Draw value from collaboration with others, actively seek input from colleagues and value a multidisciplinary team over hierarchy. • Dependable, reliable, a good timekeeper and effective guide/mentor to subordinate staff. • Demonstrates and encourages high standards of honesty, integrity, openness and respect for others. • Helps to create and encourages a positive work culture, in which diverse, individual contributions and perspectives are valued. • Proactive and achievement orientated • Able to work with minimum supervision. • Takes the initiative in identifying and negotiating appropriate development opportunities. • Plans, schedules and monitors own work (and that of others, where applicable), competently within limited deadlines and according to relevant legislation and procedures.		(a), (i)
Other		
• Able to work outside of normal office hours including weekends, evenings and some early mornings.		

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visit