

Job Title:	Junior Software Developer
Department/Location:	IT
Reporting To:	IT & Business Systems Manager
Purpose of Role: (Why does the role exist? A short sentence that captures this.)	To develop custom functionality, information dashboards and reports to support business requirements.
Role Summary: What is the scope of the role (A few bullet points that provide an overview of role, and how it links into/supports departmental/business strategy.)	<p>To support the Senior Software Developer with code development for specified business enhancement projects and bug fixes on existing applications.</p> <p>This will largely focus on designing and developing functional integrations with our core business system, Kinetics, to automate and streamline business processes. In addition, this will also involve producing documents, reports and information dashboards via SSRS and DevExpress.</p>
Key Accountabilities and Responsibilities:	<ul style="list-style-type: none"> • Assist the IT & Business Systems Manager and Senior Software Developer with all aspects of software design and coding. • Learn the codebase and improve coding skills. • Writing and maintaining software. • Resolving minor bug fixes within current application. • Responding to requests from the development team. • Writing reports. • Conducting development tests.

Role Objectives & Measures

Key Deliverables: Objectives which are SMART: Specific Measurable Achievable/Agreed Realistic Time-bound	<ul style="list-style-type: none"> • Initial 6 months dedicated to learning various software. • Assist Senior Software Developer with minor change requests under supervision. • Use Jira to control software development projects and ad hoc software requests. • Develop modular test plans. • Bitbucket revision control.
Performance Indicators: (Measures by which the individuals' performance will be monitored and assessed)	<ul style="list-style-type: none"> • Monthly mentored training feedback. • Assessment of assigned task. This will be a multitude of small software projects all following the same principle via Jira of modular test plans with documentation.
Measures of Success: (Indicators that show impact on department and organisation)	<ul style="list-style-type: none"> • After 6 months, the individual should be in a position to be assigned project work to undertake themselves via the Jira system from a requirement they will provide a modular test plan and relevant software increments to the point of release with full documentation. • Successful completion of software Jira requests.

Person Specification

	Essential	Desirable
Qualifications/Education & Training	<ul style="list-style-type: none">• 5 GCSEs, including English and Maths (Grades A-C or equivalent).• Good working knowledge of basic programming languages.	<ul style="list-style-type: none">• Degree in computer science or successful completion of a relevant software development course.• Knowledge of basic coding languages including C#, HTML5, and JavaScript.
Experience	<ul style="list-style-type: none">• Knowledge of relational databases, data structures and operating systems.	<ul style="list-style-type: none">• Any programming experience.• SSRS.• SQL.
Skills & Competencies	<ul style="list-style-type: none">• Excellent verbal and written communication.• Desire to learn new technologies.• Ability to work well within a team or independently.• Proactive and flexible.	
Personal Attributes	<ul style="list-style-type: none">• Detail-oriented.• Enthusiastic.• Good problem solver.	