

JOB DESCRIPTION

LEAD SOFTWARE DEVELOPER

Location: London
Reports to: Technical Architect
Responsible for: Line management of software development staff
Grade: 5

Who we are

The Royal Pharmaceutical Society is the professional membership body for pharmacists and pharmacy in Great Britain. We advance the profession of pharmacy for public and patient benefit to secure the future of the profession and our members.

What we do

We lead and promote the advancement of science, practice and education in pharmacy to shape and influence the future delivery of pharmacy driven services.

We support and empower our members to improve health outcomes for society through professional guidance, networks and resources

How we work

We are:

- Focused on delivering for members, patients and the public
- Committed to listening and learning
- Collaborative in our approach to success
- Dedicated to excellence in everything we do

JOB PURPOSE

To develop and maintain Pharmaceutical Press's publishing software, systems and customer-facing digital products.

Manage a team of software developers as they develop and maintain digital products and services across Pharmaceutical Press. Provide technical supervision and guidance across the team.

MAIN ACCOUNTABILITIES

1. Lead the development and maintenance software and architectures, implementing the technology development strategy, in line with organisational objectives.
2. Promotes the creation of high-quality code by commitment to practices such as test-driven development, pair programming and code review.
3. Gathers requirements and identifies opportunities from colleagues and customers and implements these while working alongside the QA and Product teams. Act as an expert in a number of knowledge areas and encourage the development and sharing of knowledge within the organisation.
4. Suggests improvements to the code base, development processes, tooling and working practices. Encourage innovation by identifying, evaluating and adoption of emerging technologies. Assess business risks and co-ordinate mitigations.
5. Assists the Technical Architect in the development and maintenance of robust content data models and transformations, and from these models the generation of various customer delivery formats. Provides advice and guidance for controls and procedures to ensure the safeguarding of the security, integrity and availability of data.
6. Manages the software environments and operational infrastructure, to ensure data resilience and reliable product releases.
7. Supports live applications by responding to support issues in a timely manner, and escalating issues appropriately.
8. Ensure adherence to organisational strategies and contribute to the development of strategies.
9. Assist with programme management and take a lead role in project management.
10. Manages a team of software developers, including the recruitment, assessment and on-boarding of team members. Identifies and fills capability gaps and ensures continual development of team members through regular one-to-one meetings and the company's Performance Development Review process.

This list is a summary of the main accountabilities of this role and is not exhaustive. The role holder may be required to undertake other reasonable duties from time to time.

SUCCESS MEASURES

- Delivery of high quality, robust and secure working software aligned to a defined solution architecture.
- An effective working culture within the software development team, delivering change within agreed timescales.
- Engagement and collaboration with internal colleagues, stakeholders and customers.
- Adherence and improvement to development and working practices.
- Career development of technical staff.

CORE RESPONSIBILITIES FOR THIS JOB

- Personal responsibility
- Achieving results/delivering performance
- Problem solving

BEHAVIOURAL COMPETENCIES

Behavioural competency	Level required – ops, mgr, senior mgr
Strategic perspective	Mgr
Delivering a member and customer focussed service	Mgr
Communication	Mgr
Planning and organisation	Mgr
Openness to change	Mgr
Negotiating and influencing	Mgr

KNOWLEDGE & SKILLS FOR THIS JOB

- Graduate calibre in a numerate discipline, preferably computer science.
- Leadership, management and team building skills, with the ability to create a shared vision, delegate responsibilities, manage performance, and develop and motivate staff.
- Able to demonstrate extensive commercial software development experience.
- In-depth knowledge of Scala, JavaScript, JSON, XML and Linux server infrastructure in software development projects.
- Experience applying continuous delivery, test driven development and pair programming.
- Familiarity with some of: Play 2 web framework, Angularjs, Akka, RESTful frameworks (including JSON), testing frameworks (e.g. Scalatest), databases (XML, relational, Elasticsearch), build tools (Gradle, SBT), versioning systems (Git).

- Experience with devops technologies and processes such as automation tools (e.g. Puppet, Chef, Ansible), continuous integration (e.g. Jenkins, Nexus), shell programming (e.g. bash, sh, tcsh), cloud environments (e.g. Amazon AWS, Google Cloud, Azure).
- Strong understanding of algorithms, patterns and data structures in creating performance-conscious software solutions.
- Understanding and experience with data modelling techniques.
- Excellent organisational skills, with the ability to prioritise work, and work to deadlines.
- Ability to provide clear explanations and instructions orally and in writing.
- Experience in the use of content management systems, and in web delivery of structured content through APIs would be an advantage.