JOB DESCRIPTION

SENIOR SOFTWARE DEVELOPER

Location: London
Reports to: Lead Software Developer
Grade: 4

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.

MAIN ACCOUNTABILITIES

1. Strategy and architecture

    a. Ensure security of our systems and processes by performing risk assessments, analysis, providing advice and guidance, and implementing appropriate controls.

    b. Undertake analysis of problems and requirements to support decision-making; provide specialist advice where appropriate.

    c. Assist with provision of operational infrastructure and ensure that service agreements are met and that service continuity is ensured.

    d. Foster a culture of innovation through awareness of and research into new technologies and opportunities; manage and organise the team's knowledge and processes; manage risk.

    e. Assist colleagues with the development of system architecture, the management of data and the selection and implementation of tools.

2. Change and transformation

    a. Collaborate with Product Owners and Delivery Managers to define medium-sized projects and see them through to completion.

    b. Promote positive change by identifying and analysing problems, defining scope and managing prioritisation. Model, create and test new or changed business processes.

3. Development and implementation

    a. Design and implement systems and software to meet the business's requirements using appropriate tools and methods.

    b. Be responsible for the technical development of all stages of software creation, including testing; ensure that implementation meets security and safety requirements.

    c. Use appropriate modelling techniques to understand data and to facilitate resilient database design.

    d. Assist with the design, implementation and testing of user interfaces.

    e. Ensure that system components are correctly integrated and tested.

4. Delivery and operation

    a. Ensure that services and products are available, meet acceptance criteria and are appropriately configured.

    b. Lead the deployment of new and updated systems; manage the capacity of systems under load.

c. Monitor the security of systems and ensure that vulnerabilities are promptly identified, investigated and addressed; plan penetration testing activities; escalate problems where necessary.

d. Maintain support documentation and ensure that all systems are adequately supported.

e. Manage systems and processes for ensuring data protection including integrity and safety, including backups and disaster recovery.

f. Ensure that problems and incidents are dealt with according to agreed procedures.

5. Skills and quality

a. Contribute to the team's learning and development by identifying knowledge gaps and running dojos and hack days.

b. Supervise individuals within the team and provide appropriate support and guidance to colleagues.

c. Assist with resource planning and management, including conducting interviews.

6. Relationships and engagement

a. Work with both internal and external stakeholders and facilitate open communication.

b. Participate in support activities for both internal and external customers.

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.

- Engagement and collaboration with internal colleagues, stakeholders and customers.

- Adherence and improvement to development and working practices.

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	ops
Delivering a member and customer focussed service	ops
Communication	ops
Planning and organisation	ops
Openness to change	ops
Negotiating and influencing	ops

KNOWLEDGE & SKILLS FOR THIS JOB

- Graduate calibre in a numerate discipline, preferably computer science.

- Able to demonstrate commercial web 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) and versioning systems (Git).

- Awareness of 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).

- Good understanding of algorithms 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.