JOB DESCRIPTION

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
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JOB PURPOSE

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

MAIN ACCOUNTABILITIES

1. Strategy and architecture
   a. Awareness of security risks and issues, application of security controls and investigation of breaches where appropriate.
   b. Analysis of data for certain tasks, including research and evaluation of solutions.
   c. Maintain knowledge through documentation and helping others.
   d. Apply sound techniques when manipulating data, ensuring that risks are taken into account.
   e. Advise and influence the choice of methods and tools within the development team.

2. Change and transformation
   a. Collaborate with Senior Developers, Product Owners and Delivery Managers to define small projects and see them through to completion.
   b. Identify and analyse problems. Assist with modelling and creating new or changed business processes.

3. Development and implementation
   a. Design and implement systems and software to meet the business's requirements using defined tools and methods.
   b. Create high-quality code by commitment to practices such as tech-driven development, pair programming and code review.
   c. Be involved in all stages of software creation, including testing; ensure that implementations meet defined security and safety requirements.
   d. Use defined techniques to model data and to facilitate database design.
   e. Assist with the design, implementation and testing of user interfaces.
   f. Assist with the integration and testing of system components.

4. Delivery and operation
   a. Assist with the configuration and deployment of new and updated systems.
   b. Investigate and address minor security breaches; escalate problems where necessary.
   c. Maintain support documentation and carry out the support of systems.
   d. Assist with the management of systems and processes for ensuring data protection, including backups.
   e. Deal with problems and incidents according to defined procedures.

5. Relationships and engagement
   a. 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 working software on time

- Satisfied customers

- Adherence 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

- Ideally graduate calibre in a numerate discipline, preferably computer science.

- Able to demonstrate commercial web software development experience.

- Knowledge of Scala would be ideal. Alternatively another functional or JVM language (e.g. Java, Clojure).

- Knowledge of JavaScript, XML and web servers in software development projects.

- Knowledge of 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).

- An understanding of algorithms and data structures in creating performance-conscious software solutions.

- Knowledge of data modelling techniques.

- Good 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 would be an advantage.