Job Related Information

This document includes information about the role for which you are applying and the information you will need to provide with your application.

1. Role Details

<table>
<thead>
<tr>
<th>Vacancy reference</th>
<th>15732</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Job title:</strong></td>
<td>Developer</td>
</tr>
<tr>
<td><strong>Reports to:</strong></td>
<td>Lead Developer</td>
</tr>
<tr>
<td><strong>Salary:</strong></td>
<td>£33,199 - £39,609</td>
</tr>
<tr>
<td><strong>Terms and conditions:</strong></td>
<td>Academic Related and Support Staff</td>
</tr>
<tr>
<td><strong>Grade</strong></td>
<td>7</td>
</tr>
<tr>
<td><strong>Duration of post:</strong></td>
<td>Permanent</td>
</tr>
<tr>
<td><strong>Working hours:</strong></td>
<td>37</td>
</tr>
<tr>
<td><strong>Location:</strong></td>
<td>Milton Keynes</td>
</tr>
<tr>
<td><strong>Closing date:</strong></td>
<td>Friday 15th March 2019 at 17:00</td>
</tr>
<tr>
<td><strong>Type of application form accepted:</strong></td>
<td>Standard application form with CV</td>
</tr>
<tr>
<td><strong>Number of referees required:</strong></td>
<td>3</td>
</tr>
<tr>
<td><strong>Unit recruitment contact:</strong></td>
<td><a href="mailto:Resourcing-Hub@open.ac.uk">Resourcing-Hub@open.ac.uk</a></td>
</tr>
</tbody>
</table>
2. Summary of duties

Responsibilities
- Creation of high-quality software to specification that complies with Open University quality standards.
- Work effectively and collaboratively with team members to deliver project outcomes.
- Develop personal and technical skills to meet the needs of strategic projects and to enhance the capabilities of the team.
- Share knowledge and best practices with your team and help drive team process improvements.

Duties
- Write and maintain application source code that adheres to standards and quality requirements.
- Be involved in creating and maintaining applications following the process of conceiving, specifying, designing, programming, documenting, testing, and bug fixing.
- Provide technical input to the analysis of business requirements, write technical specifications and do work breakdown planning from requirements and design specifications.
- Participate in work prioritisation, work estimation and planning following agile scrum methodology.
- Review designs for software applications to verify they meet requirements, typically from User Stories.
- Peer review coded solutions produced by team members to ensure quality and adherence to standards.
- Provide technical expertise and assist the technical lead and project manager in removing blockers.
- Liaise with varied teams to resolve any cross-function issues and escalate, if necessary, to senior team.
- Support incident management and help resolve the problem when they arise.
- Support colleagues within your own area of specialist expertise, and on occasion, support, mentor and supervise more junior or less experienced colleagues.

3. Person specification

Requirements  (E = Essential/ D = Desirable)

Education, qualifications and training
Desirable: Degree level in Computer Science or equivalent

Knowledge, work and other relevant experience
### Essential:
- Problem solving – experience in finding resolution to any given problem and/or working with a team to identify the appropriate response to achieve the best outcome.
- Demonstrable experience in the appropriate selection and use of technology to solve business opportunities.
- Knowledge and experience in software development methodologies such as agile and waterfall.
- Experience in general programming with demonstrable evidence of adopting and following good programming practices such as test-driven development.

### Desirable:
- Demonstrable interest in software development for educational institutions and in the ways in which technology can innovate or enhance teaching and learning, particularly in higher education.
- Experience in using modern technologies and recognising their value and impact in educational applications.
- Experience working in multidisciplinary software development teams.
- Demonstrate systematic, logical approach to systems design and construction and some of these development skills: designing, developing, testing, deploying and release management, and writing user support and technical documentation.
- Knowledge of the theory and practice of quality control and assurance in relation to system design, software engineering and software testing.
- Knowledge of software development tools, development methods and standards.
- Knowledge of Moodle learning platform with either some experience of developing new features for it or contributing work to the Moodle community.
- Experience with HTML, CSS, JavaScript and related frameworks.
- Experience with PHP and PostgreSQL database.
- Familiarity with Java and related technologies.
- Familiarity with Service Oriented Architecture and enabling technologies for enterprise-level environments.
- Knowledge of cloud service development using Microsoft Azure and/or Amazon AWS.

### Personal abilities and qualities

#### Essential:
- Demonstrable focus on service, quality and responsiveness to customer needs.
- Can quickly grasp business problems and assess when and how technology can add value.
- Organisation and planning skills to manage own work within the constraints of team and project plans.
- Ability to work collaboratively but also act on own initiative to research and solve technical problems.
Desirable:

- Evidence of high level of personal performance and drive for personal development.
- Consults and negotiates, questions but is capable of generating consensus when working with people.
- Effective oral and written communication skills (including presentations). Able to translate complex technical issues into something that all people can understand.
- Motivates colleagues through trust and respect, can coach and build confidence in others.
- Keeps up to date with developments in professional field and capable of teaching yourself.

4. Role specific requirements e.g. Shift working

Standard working hours apply, Monday to Friday, with flexible working where appropriate.

Optional on-call support scheme is also available to apply for you to provide your service for system support outside of standard working hours.

5. About the unit/department

INFORMATION ABOUT INFORMATION TECHNOLOGY (IT)

The Open University has always used the latest technology to teach it students, from early pioneering TV programmes on the BBC, to the popularity of CD ROMs delivered in the post, to embracing the power and potential of the Internet. You will be joining a place that is always evolving and innovating to deliver the new opportunities afforded by new technology in order to offer the best teaching and learning experience to our students. The Open University mission is be open to people, places, methods and ideas. Our vision is to provide a life-changing career for the people who work here and through them and what they do to reach more students with life-changing learning that meets their needs and enriches society.

The Learning and Teaching Innovation ertical team within IT Delivery, which you would be joining, creatively designs, develops and supports the software through which the university's 170,000 students do their learning. This is based around a customised version of the Moodle open source learning management system, and also includes many other integrated in-house, open source and commercial solutions which you will learn when you join. The team is a band of highly motivated people consisting of many different individuals with varying skills and knowledge who all share a commitment to working together, helping each other develop professionally, to achieve common goals and deliver the best teaching and learning experience for our students through the innovative solutions we develop. We are looking for people with enthusiasm and ideas, and the passionate energy and focus to contribute to our team effort to deliver new solutions and solve problems.

The Higher Education sector in England is undergoing dramatic change as institutions adjust to serious
reductions in state funding for teaching and students have to bear more of the cost of their education. As well as these cost drivers, the entry of more private providers to the sector and the increasing consumer power of high fee-paying students will put a premium on service delivery and cost efficiency. In turn, this will throw emphasis on the development of robust, efficient, enterprise-scale IT systems to increase efficiency and customer choice. In this challenging and competitive environment, the Open University plays a unique role in society, making higher education open to all. We need people like you to help us lead the learning revolution, placing innovation in technology at the heart of our teaching and research and enabling us to continuously seek new and better ways to inspire and enable learning.

The Open University is an employer committed to the ongoing development of staff both through its own award-winning distance teaching and industry standard training programmes. As an organisation it promotes a healthy work life balance with a generous leave allowance, a Christmas closure period and flexible working where appropriate and the University campus is surrounded by the beautiful surroundings of Milton Keynes parkland for recreational walks and social activities.

6. How to obtain more information about the role or application process

If you would like to discuss the particulars of this role before making an application please contact Thanh Le: D.T.Le@open.ac.uk

If you have any questions regarding the application process, please contact the Resourcing Hub on 01908 655544 or email: Resourcing-Hub@open.ac.uk

7. The application process and where to send completed applications

<table>
<thead>
<tr>
<th>Please ensure that your application reaches the University by:</th>
<th>Friday 15th March 2019 at 17:00</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-mail your application to:</td>
<td><a href="mailto:Resourcing-Hub@open.ac.uk">Resourcing-Hub@open.ac.uk</a></td>
</tr>
</tbody>
</table>

8. Selection process and date of interview

<table>
<thead>
<tr>
<th>The interview panel will be chaired by:</th>
<th>Thanh Le</th>
</tr>
</thead>
<tbody>
<tr>
<td>The interviews will take place on:</td>
<td>TBA</td>
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</table>
We will let you know as soon as possible after the closing date whether you have been shortlisted for interview. Further details on the selection process will also be sent to shortlisted candidates.

Applications received after the closing date will not be accepted.