

RECRUITMENT PACK

This document includes the following information:

- Job Description
- Person Specification
- Additional information

Making an application:

When completing the on-line application form you will be asked to answer questions to help you demonstrate how you meet the requirements of the post. Your answers will be used at the shortlisting and interview stages of the recruitment process. We therefore recommend that you take a copy of this recruitment pack to help with your preparation.

NOTE: You don't have to answer the questions in one attempt, but can save your incomplete application and return to it at another time. You may want to draft your answers using Microsoft Word and then copy your text into the application form. Please be aware that formatting (e.g. underline, bold, bulleting) will be lost in this process. If you are using an Apple product you will need to use an alternative web browser to Safari such as Google Chrome.

- Links to Guidance Notes and Frequently Asked Questions can be found on the Search Results page. These pages will open in a new window.
- We recommend that you take a copy of this recruitment pack to help with your preparation.

A commitment to sustaining an inclusive and diverse community is one of the University's Core Values and we are keen to address any imbalances in our workforce.

The University of Essex is proud to be part of the Disability Confident scheme and is committed to supporting diversity and equality, representative of our inclusive community. As part of our commitment to this scheme any candidate who has a disability and meets all the essential criteria for the role will be offered an interview. We also work in partnership with national disability organisation DisabledGo who provide detailed online access guides to many of our campus buildings and facilities which you may find useful.

Please note: We are only accepting on-line applications for this post. However, if you have a disability that makes it difficult for you to provide us with information in this way, please contact the Resourcing Team (01206-874588/873521/873461) for help.

Closing Date: 12 January 2018

Interviews are planned for: 30 January 2018

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JOB DESCRIPTION – Job ref REQ01050

Job Title and Grade:	Senior Developer, Grade 9
Contract:	Fixed-term, Full-time until 31 May 2022. The post is fixed term due to the delivery of a project which is finite in nature, with no anticipated requirement for such work beyond the completion of the project.
Hours:	A notional minimum of 36 hours per week
Salary:	£39,993 - £47,722 per annum
Department/Section:	UK Data Archive
Responsible to:	Functional Director
Reports on a day to day basis to:	Principal Developer
Responsible for:	Frontrunners
Purpose of job:	<p>The Senior Developer responsibilities are to:</p> <ul style="list-style-type: none"> • Plan and execute innovative open-source development on the Smart Meter Research Portal (SMRP) product. • Have a detailed understanding of the underlying Data Services as a Platform (DSaaP) infrastructure and take responsibility for aligning this with the Enterprise Hadoop stack • Work closely with the Principal Developer and other stakeholders to understand, interpret and deliver against their requirements • Collaborate closely with the Principal Developer and Repository Architect to understand operational researcher needs • Collaborate with the Repository Architect and Principal Developer to implement machine-actionable access and privacy models. • Find ways to improve system robustness, resilience and stability

Duties of the Post:

The main duties of the post will include:

1. Identifying and exploring opportunities for service and business improvement to SMRP.
2. Drives the analysis, identification, prioritisation and implementation of improvements and efficiencies, thereby ensuring that the organisation derives maximum value from services. This includes recognising the potential for automation of processes, determining costs and benefits of new approaches and managing change or assisting implementation where needed.
3. Using a modern standards approach throughout automation and testing in an Enterprise Hadoop environment.
4. Use of agreed security standards and specifications to design, create, test and document new or amended software.
5. Maintain and support SMRP services.
6. Maintain the security, confidentiality and integrity of SMRP through compliance with UK Data Service policies, relevant legislation and data protection regulations. Design, implement and operate controls and management strategies to enable this.

7. Work with SMRP and DSaaP technology stakeholders to translate service problems into technical implementation. Willing to explore different ways to solving complex hybrid cloud secure instances.
8. Integrate and test components, systems and their interfaces to create operational services.
9. Collaborate and build relationships with SMRP researchers and advocate and represent users internally and champion user research to focus on all users. Prioritise and define approaches to understand the user story and understand the difference between user needs and desires of the user.
10. Offer recommendations on the best tools and methods to be used to deliver components of SMRP running on top of the DSaaP stack.
11. Reporting: Contribute to the coordination and collation of figures and information for quarterly, annual and ad hoc reports. Author or co-author technical papers describing technical innovations in a hybrid cloud infrastructure.
12. As well as the main duties of the post, the post-holder will be expected to participate in various activities appropriate to their seniority.

Any other duties as may be assigned from time to time by the Head of Section or their nominee.

These duties are a guide to the work that the post holder will initially be required to undertake. They may be changed from time to time to meet changing circumstances.

Terms of Appointment:

For a full description of the terms of appointment for this post please visit:

<http://www.essex.ac.uk/hr/current-staff/terms.aspx#>

December 2017

PERSON SPECIFICATION

JOB TITLE: Senior Developer

Qualifications /Training

	Essential	Desirable
▪ Undergraduate or first degree in a computer-related or data-related discipline	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Experience/Knowledge

	Essential	Desirable
▪ At least two years' experience of developing application code in a production environment with Java/Scala in a Linux environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Experience of working with Java/Scala based RESTful web services	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Experience of coding against databases, either relational or ORM	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Experience of handling XML and/or JSON data structures	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Familiarity with test-driven development practices	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Production experience of Java IDE such as Eclipse or IntelliJ	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Experience of code versioning tools like Git	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Experience of or an interest in Hadoop big data infrastructure and big data analytics e.g. Hortonworks, HDP, HDF, Cloudera, MapR etc.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Experience of implementing components of data pipelines (e.g. ETL or messaging systems)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Experience working with Docker and/or other containerisation technologies e.g. Kubernetes	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Experience of R and/or Python based statistical software and experience of using these packages for data management	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Working knowledge of data modelling principles and metadata schema	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Experience of implementing, or an understanding of secure data systems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Experience of managing and using large-scale complex data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Experience of functional programming in Java 8 and above e.g. Scala	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Experience of working with NoSQL databases e.g. triple stores or graph databases	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Experience of working with cloud services e.g. AWS, Azure etc.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Experience of Java EE web frameworks e.g. Spring or Play or Grails etc.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Skills/Abilities

	Essential	Desirable
▪ Good interpersonal written and verbal communication skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Good numeracy skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Exceptional attention to detail	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ High personal integrity, with the ability to maintain the confidentiality of personal data	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ The ability to produce high quality work within deadlines	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Self-motivation, initiative, and ability to work independently	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Ability to work within a non-hierarchical team, to fail fast and	<input checked="" type="checkbox"/>	<input type="checkbox"/>



give/receive constructive criticism.		
▪ Ability to manage a diverse workload and competing priorities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ IT skills and familiarity with Linux based software	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Other

	Essential	Desirable
▪ Ability to meet the requirements of UK 'right to work' legislation*	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Willingness to travel for work-related purposes	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ A commitment to providing high quality research resources to the user community	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Can fulfil the staff vetting procedure for Government contracts (see general information for more details)	<input checked="" type="checkbox"/>	<input type="checkbox"/>

* The University has a responsibility under the Asylum, Immigration and Nationality Act 2006 to ensure that all employees are eligible to work in the UK. Prior to commencing employment, the successful candidate will be asked to provide documentary evidence to this effect. The University may be able to offer Tier 2 Sponsorship for this role. For further information about UK immigration requirements please follow this link <https://www.gov.uk/government/organisations/uk-visas-and-immigration>

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Additional Information

UK Data Archive

You can find more information about the UK Data Archive and the UK Data Service at:

<http://www.data-archive.ac.uk/>
<https://www.ukdataservice.ac.uk/>

People Supporting Strategy

Please find a link to the People Supporting Strategy.

<http://www.essex.ac.uk/hr/policies/docs/people-oct15.pdf>

General information

Informal enquiries may be made to Deirdre Lungley, Principal Developer (telephone: 01206 874254 or e-mail: dmlung@essex.ac.uk). However, all applications must be made online.

The UKDA is ISO27001:2013 certified. All UKDA employees have a responsibility to adhere to the Archive's information security policies and procedures. This post holds specific duties with regards to information security and is therefore subject to a Baseline Personnel Security Standard (BPSS) check, including verification of identity; nationality and immigration status; employment history (past 3 years) and criminal record.

Staff Vetting Procedures for Government Contracts

The University of Essex has Government contracts, some of which require it to access Government systems, information or data. We have a duty to protect these assets and this obligation extends to our employees.

Due to the nature of the work, applicants who are offered employment in this role will be subject to a vetting procedure before the appointment is confirmed to enable the University to verify the following for the successful candidate:

Identity
Employment history (for a minimum of the past 3 years)
Nationality and immigration status
Criminal Record (unspent convictions only)

Criminal Record Disclosure Checks

We encourage all applicants to provide details of warnings, reprimands, cautions or unspent criminal convictions at an early stage in the application process. Should you wish to declare such information, please email the Resourcing Team in confidence, (resourcing@essex.ac.uk) attaching brief details, or alternatively post details to the Resourcing Manager, Human Resources, University of Essex, Wivenhoe Park, Colchester CO4 3SQ. This information is seen only by those directly involved in the recruitment process. Should you be appointed to this post you will be asked to make an application for a Basic criminal record Disclosure. This only asks about unspent convictions. More information about the process can be at <http://www.disclosurescotland.co.uk/>.

Having a criminal record will not necessarily bar you from working with us – this will depend on the nature of the position and the circumstances and background to your offence. A copy of the University of Essex policy on the recruitment of ex-offenders is available on the University website:

<https://www1.essex.ac.uk/hr/managers/recruitment/ex-offenders.aspx>

Benefits

Our staff and students are members of the University for life. We believe a person's potential is not simply defined by grades or backgrounds, but by willingness to question, to collaborate and to push at the edges of knowledge and their own potential.

As an employer we offer a range of benefits and a commitment to career development and equal opportunities in an environment that both reflects and creates a rich interaction of people, disciplines and ideas.

- Pension scheme
- Generous holiday entitlement
- Competitive salaries
- Training and development Family Friendly policies
- On campus childcare facilities, for more information visit www.wivenhoeParkdaynursery.co.uk
- Childcare vouchers
- Relocation package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension, childcare and bicycle schemes)

No smoking policy

The University has a no smoking policy.

This document is produced by:

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