

RECRUITMENT PACK

This document includes the following information:

- Job Description
 - Person Specification
 - Additional information
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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 876559) for help.

Closing Date: 25 November 2018

Interviews are planned for: 12 December 2018



JOB DESCRIPTION – Job ref REQ01972

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| Job Title and Grade: | Senior Developer (SMRP) Grade 9 |
| Contract: | Fixed-term, full-time for 24 months in the first instance. The post is fixed-term due to the nature of the funding. |
| Hours: | A notional minimum of 36 hours per week |
| Salary: | £40,793 to £48,676 per annum |
| Department/Section: | UK Data Archive |
| Responsible to: | SMRP Co-Investigator |
| Reports on a day to day basis to: | Repository Architect |
| Responsible for: | Frontrunners as appropriate |
| Purpose of job: | <p>The Senior Developer (SMRP) 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. Identifies and explores 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. Uses modern standards approach throughout automation and testing in an Enterprise Hadoop environment.
4. Uses agreed security standards and specifications to design, create, test and document new or amended software.

5. Maintains and supports SMRP services.
6. Maintains the security, confidentiality and integrity of SMRP through compliance with UK Data Service policies, relevant legislation and data protection regulations. Designs, implements and operates controls and management strategies to enable this.
7. Works 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. Integrates and tests components, systems and their interfaces to create operational services.
9. Able to collaborate and build relationships with SMRP researchers and can advocate and represent users internally and champion user research to focus on all users. Can prioritise and defines approaches to understand the user story and can 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. Will author or co-author technical papers describing technical innovations in a hybrid cloud infrastructure.

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.

The UKDA is ISO27001:2013 certified. All UK Data Archive 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.

Terms of Appointment:

For a full description of the terms of appointment for this post please visit:
<https://www.essex.ac.uk/staff/employment-policies-procedures/my-contract>

October 2018

PERSON SPECIFICATION

JOB TITLE: Senior Developer (SMRP)
Qualifications/Training

| | Essential | Desirable |
|--|-------------------------------------|--------------------------|
| <ul style="list-style-type: none"> ▪ Undergraduate or first degree in a computer-related or data-related discipline | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Experience/Knowledge

| | Essential | Desirable |
|---|-------------------------------------|-------------------------------------|
| <ul style="list-style-type: none"> ▪ Experience of developing application code in a production environment with Java/Scala in a Linux environment | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Experience of working with Java/Scala based RESTful web services | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Experience of coding against databases, either relational or ORM | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Experience of handling XML and/or JSON data structures | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Familiarity with test-driven development practices | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Production experience of Java IDE such as Eclipse or IntelliJ | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Experience of code versioning tools like Git | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ 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"/> |
| <ul style="list-style-type: none"> ▪ Experience of implementing components of data pipelines (e.g. ETL or messaging systems) | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Experience working with Docker and/or other containerisation technologies e.g. Kubernetes | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ 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"/> |
| <ul style="list-style-type: none"> ▪ Working knowledge of data modelling principles and metadata schema | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Experience of implementing, or an understanding of secure data systems | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Experience of managing and using large-scale complex data | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Experience of functional programming in Java 8 and above e.g. Scala | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Experience of working with NoSQL databases e.g. triple stores or graph databases | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Experience of working with cloud services e.g. AWS, Azure etc. | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ 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 |
|--|-------------------------------------|--------------------------|
| <ul style="list-style-type: none"> ▪ Good interpersonal written and verbal communication skills in English | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Good numeracy skills | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Exceptional attention to detail | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ High personal integrity, with the ability to maintain the confidentiality of personal data | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ The ability to produce high quality work within deadlines | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Self-motivation, initiative, and ability to work independently | <input checked="" type="checkbox"/> | <input type="checkbox"/> |



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|---|-------------------------------------|--------------------------|
| ▪ Ability to work within a non-hierarchical team, to fail fast and give/receive constructive criticism. | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| ▪ 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>

October 2018

ADDITIONAL INFORMATION

UK Data Archive

You can find more information about the department at the following link: <http://data-archive.ac.uk/>

General information

Informal enquiries may be made to Darren Bell, Repository Architect (telephone: 01206 87 3574, e-mail: dbell@essex.ac.uk). However, all applications must be made online.

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 Disclosure and Barring Service (DBS) check to get a copy of your criminal record. This is called 'basic disclosure'. This only asks about unspent convictions. More information about the process can be at <https://www.gov.uk/request-copy-criminal-record> .

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://www.essex.ac.uk/staff/recruiting-staff/recruitment-of-ex-offenders-and-disclosure-and-barring-service>

People Supporting Strategy

Please find a link to the People Supporting Strategy below:

<https://www.essex.ac.uk/-/media/documents/directories/human-resources/people-supporting-strategy.pdf>

Pay and benefits

We advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range. The university salary structure

includes automatic pay progression within the published grades, subject to service and performance. In addition to this, there are performance related annual pay review schemes in place.

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
- Relocation package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension and bicycle schemes)

This document is produced by:

**Resourcing Team
Human Resources
University of Essex
Wivenhoe Park
Colchester CO4 3SQ
United Kingdom
Tel: +44 (0)1206 876559
Email: resourcing@essex.ac.uk**

October 2018