

Senior Java Analyst/Developer

Department	IS Business Systems (www.strath.ac.uk/it/businesssystems/)		
Directorate	Information Services (www.strath.ac.uk/is/)		
Staff Category	Administrative and Professional	Reference No	121912
Reports To	Head of Business Systems via Web development Manager	Grade:	8
Salary Range:	£39992 - £49149	Contract Type:	Fixed Term (18 months)
FTE:	1 (35 hours/week)	Closing Date	Sunday, 15 April 2018
Holidays	31 days + 11 public	On Site Facilities	Car Parking, Sports
Pensions	Contributory pension scheme made available to all staff which includes a generous employer contribution		
Training	Professional Development with Organisational and Profession Development Unit (OSDU) and, when required, External Training		
Family Friendly Benefits	Generous Maternity, Paternity & adoption Leave, On-campus nursery.		
Health and Wellbeing	University Sport Centre, Access to health and Wellbeing events, Occupational Health, Cycle to work scheme.		

****DIRECT APPLICATIONS – NO AGENICES PLEASE ****

Job Advert

An exciting opportunity has arisen for an experienced Senior Java developer within the Web team of ISD Business Systems at the University. You will be an enthusiastic, innovative and experienced developer who is self-motivated and keen to play a leading role in our ongoing development of in-house systems for the Strathclyde Student, Staff and Applicant Portal (Pegasus) and the Strathclyde Integration Hub.

The successful candidate will have extensive technical knowledge and experience in the majority of the following:

- Core Java development
- Java frameworks (MVC, Spring, hibernate, JSF)
- Web services and JSON
- UNIX / LINUX environments
- Applications Servers (Tomcat)
- Oracle SQL, PL/SQL
- Database design and data modelling

Desirable to have but not essential:

- JavaScript (J Query, Angular)
- HTML5, CSS3,
- Mobile development

As well as Pegasus and the Integration Hub, you will join the larger Web team as a leading developer for full stack development and support a range of core University systems including the University web site, University Mobile app, University SharePoint and DNN applications.

You will join a dynamic, project-orientated development team, and be involved in the full lifecycle of software engineering; from requirements definition through to design, development and ultimately live system support. You will have expertise in systems analysis and technical design and development as well as excellent communication skills. You will have had previous experience in leading applications throughout all stages of the systems development lifecycle to ensure successful delivery of application software.

In return, you will receive 'on-the-job' training from a highly experienced team. You will contribute to a dynamic, motivated and supportive working environment, delivering highly innovative solutions for the University of Strathclyde enhancing your experience across all stages of the systems development life-cycle. Working for Strathclyde includes a generous holiday package and you will be eligible to join a variety of schemes associated with being an employee of the University including: generous employer contributions to your pension; the new Strathclyde Sport Centre (opening Autumn 2018); access to apply for on-site childcare and car parking; family friendly policies and various additional incentives including 'Cycle to work' Scheme.

Enquiries about the post can be made to henry.maguire@strath.ac.uk or by telephone to 0141 548 4533.

For further details and to apply online visit [vacancies at University of Strathclyde](#).

Closing date: Sunday 15th April 2018. Interviews will be held on 4th and 8th May 2018.

Job Description

Brief Outline of Job:

Business Systems has a number of application development teams that build and support a wide range of corporate in-house applications to support the University on Java/Oracle RDBMS platforms.

This position is ideal for someone looking to build on their existing experience and to lead in the development of enterprise level business systems and integrations. You will be working in the development and support of a number of key university systems:

- The Strathclyde Integration Hub, an in-house service facilitating vital system-to-system data sharing via secure Web Services/API's.
- Pegasus, the Core application framework and portal for, Staff, Students, Student applicants & the gateway to the in-house Student Information Management System, HR/Payroll, Student Accommodation to name a few.

The successful candidate will undertake a leading role within the core Java framework team supporting other team members to deliver on key institutional level projects such as the new Student Information Management System. You will be working with Technical Project Managers and other Senior Java and Oracle Application Analyst/Developers to assist in project planning and workload management for the team.

You should be able to demonstrate a customer focussed approach and be able to translate business requirements into innovative, robust and flexible design solutions. You will need to be able to demonstrate experience of analytical software design and development skills for complex solutions and have excellent interpersonal and communications skills.

Additionally, the post holder will demonstrate technical leadership skills by providing guidance, support and expertise to other team members to meet both the needs of the project and any training and personal development needs.

Main Activities/Responsibilities:

1.	Assist in the development, maintenance, monitoring and control of project plans in accordance with the University's project management methodology.
2.	Perform full systems life cycle design and development for the delivery of bespoke application software in a variety of technologies. This will include requirements gathering, analysis and design, writing of technical specifications, software development and unit testing, prototyping, system testing, production release and production support.
3.	Perform software development utilising a number of core toolsets including, but not limited to, Java, SQL, PL/SQL, JSP, XML, JSON, Web Services and HTML.
4.	Ensuring compliance with departmental control procedures in relation to all aspects of the systems development lifecycle.
5.	Ensuring production of all relevant documentation, in line with ISD standards, in relation to the systems development lifecycle.
6.	Utilising development frameworks to reduce development times and improve sustainability.
7.	Acquire detailed knowledge and understanding of business processes, applications and services that support the sponsoring departments.

8.	Liaise with the appropriate business users to define functional requirements and the subsequent production of detailed technical specifications.
9.	Organise and lead meetings with both internal and external project stakeholders for the identification of requirements/business/support issues, the development and refinement of business processes and the proposal and design of solutions.
10.	Attend training and work with new technologies, playing a key role in their configuration and development of departmental standards.
11.	To undertake duties in line with departmental safety, health and wellbeing arrangements and to attend appropriate safety, health and wellbeing training associated with your respective area of work activity.
12.	Undertake other duties as appropriate to the grade and content of the post, as directed by the line manager.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Educated to degree level in Information Technology/Computing Science or another numerate discipline or in exceptional circumstances extensive relevant work experience.

Experience

E2 Previous experience of delivering technical solutions in line with a recognised project management methodology.

D1 Previous experience of mentoring, supervising or line managing staff.

E3 Knowledge of ORACLE and the Principles of Relational Database Design and experience of using structured analysis and design/data modelling techniques.

E4 Extensive experience of developing in some of the following languages/toolsets: Java, ORACLE RDBMS, SQL, PL/SQL JSP, Web services, JSON.

D2 Experience of developing in Java frameworks like Spring (MVC or Boot), hibernate, JSF.

D3 Knowledge of web development languages such as HTML, CSS, Javascript

D4 Experience in developing in a UNIX Apache / Tomcat environment.

D5 Experience of using structured analysis and database design techniques.

D6 Experience in developing Student Record or related systems.

D7 Experience of working in a Higher Education environment.

Job Related Skills and Achievements

E5 Excellent organisation and planning skills and has a logical, data / evidence based approach to decision making.

E6 Communicating, verbally and in writing, to interact effectively with colleagues, senior staff and stakeholders across the University.

E7 Relationship development skills and facilitation skills with both technical and non-technical personnel, practiced with both small and large groups

E8 Logical and methodical approach to problem solving and a keen, analytical mind, with the ability to provide innovative solutions.

E9 Ability to absorb information, to discern what is relevant and to apply it to practical situations.

E10 Logical, data/evidence based approach to decision making.

Personal Attributes

E11 Ability to work both autonomously and as part of a team.

E12 Excellent interpersonal and communication skills and the potential to work within a cross-disciplinary team.

E13 Proactive, applies initiative to maintain progress and naturally organised and forward thinking.

E14 Willingness to learn with the ability to gain and share knowledge relating to new methods and toolkits.

Other Relevant Factors

E15 Professional integrity – fair, tolerant, honest, consistent and understands personal impact.

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted before interview without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Henry Maguire, Web Development Manager, (henry.maguire@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to the Administrative and Professional staff category can be found at: [Conditions of Employment](#).

Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

Interviews

Formal interviews for this post are scheduled to be held on 4th and 8th May 2018. Candidates shortlisted for interview will be required to undertake a technical skills test.

Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.



Conditions of Employment

Administrative and Professional Services Staff Grades 6 and above

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde University and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Administrative and Professional Services staff in Grades 6 and above. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/publicinterestdisclosure. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at www.strath.ac.uk/hr.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on 1 April each year, when the employee has a minimum of 6 full months of service at the appointed grade, allowing progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Arrangements in relation to overtime, additional hours, non-standards and on-call working are published at www.strath.ac.uk/staff/policies/hr

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

The normal working week is 35 hours. Unless otherwise indicated in an individual's letter of appointment, the normal hours are 9.00am to 5.00pm Monday to Friday with a one hour lunch break. Certain members of staff may be required to work some hours outwith this normal pattern and this should be agreed locally.

Overtime rates do not apply to staff grades 6 and above. Where a Head of Department/School/equivalent requests additional work, above the standard working week to meet the particular requirements of the Department, equivalent time off in lieu may be granted by prior agreement.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr.

6. PENSIONS

New members of staff, aged under 75, will be admitted automatically to membership of the Universities Superannuation Scheme (USS) on taking up appointment. If you are already in receipt of a USS pension you will join USS in accordance with pension auto-enrolment regulations. USS requires a contribution from the member, currently 8 per cent of pensionable salary. A contribution, currently 18 per cent of pensionable salary, is paid by the University. From 1 April 2016 all members are part of the career revalued benefits scheme called the USS Retirement Income Builder. From 1 October 2016 a threshold, initially of £55,000 a year, will apply to the maximum salary that counts towards the USS Retirement Income Builder. From the same date a new defined contribution section of the scheme called USS Investment Builder will open and any contributions above the threshold will be invested in this section. The exception to automatic membership of the pension scheme applies if your post is located out with the UK in an EU member state. If this is the case membership of USS is not available to you.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your retirement date.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – www.uss.co.uk

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months in writing, on either side; except during probationary period when the notice period is one month. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one month's notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period. For employees appointed above Grade 10, the notice period for both the employer and employee will be 6 months, except during the probationary period when a one month's notice period will apply. One month's notice will also apply for fixed term contracts terminated short of the expiry date.

Revised November 2017