

Application 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	I02831
Reports To	Head of Business Systems, ISD	Grade:	6
Salary Range:	£27285- £30688	Contract Type:	Open Contract
FTE:	I (35 hours/week)	Closing Date	Sunday, 21 January 2018

Job Advert

An exciting opportunity has arisen within the Business Systems section of the Information services Directorate for a self-motivated and innovative Application Developer to play a key role in the University of Strathclyde's new Student Information Management System Project. The project will implement a flexible, efficient, responsive and robust Student Information Management System that meets the needs of our students, prospective students, staff and other stakeholders. We are seeking individuals who are constantly looking to develop and build upon their skills and would welcome applications from recent graduates in computing related subjects.

The current phase of the project will focus on 4 key work streams: the replacement of the current VAX based central Student Records System with a bespoke Oracle based system, Admissions technology changes for UCAS and Home Office Compliance, the HESA Data Futures Project and development and build of a new Graduation ceremony management system. The new Student Information Management System will help to support the University's strategic themes of an Outstanding Student Experience, Global Engagement and Operational Excellence.

This role is to support the work stream for Admissions technology changes for UCAS and Home Office Compliance.

The University is seeking an individual with Oracle programming skills coupled with strong interpersonal and communication skills. You should have knowledge and experience in the full software lifecycle development utilising Oracle RDBMS technologies with database 10g or above. The successful candidate should also have knowledge and experience of PL/SQL, SQL and Oracle forms development. As there may be a future opportunity to be involved in developing functionality available via the University's student and staff portal, known as Pegasus, it would be advantageous if the successful candidate also had experience or knowledge in Java developments utilising Java MVC frameworks.

Additionally, we are seeking an individual who embodies the University's values of being bold, innovative, ambitious, people-oriented and collaborative.

In return you will experience a dynamic, motivated and supportive working environment, delivering highly innovative solutions for the University of Strathclyde and significantly gaining experience across all stages of the systems development life-cycle.

Job Description

Brief Outline of Job:

Business Systems has a number of key teams, many of which utilise Oracle platforms to deliver and support a range of core applications across the University. These core systems are based on Oracle Java and RDBMS technologies with many corporate applications developed and supported in-house.

Under the guidance of an Application Analyst/Developer the successful candidate will undertake a key role within the team, gaining an understanding of the business processes and requirements in order to subsequently produce technical specifications, develop software and undertake testing in line with the defined project plan.

In order to fulfil this role the applicant will require to be an individual with analytical, software design and development skills coupled with good interpersonal and communications skills.

Main Activities/Responsibilities:

1.	Participate in all stages of the software development life cycle for the delivery of bespoke application software in a variety of technologies.
2.	Compliance with departmental control procedures in relation to all aspects of the systems development lifecycle.
3.	Development and maintenance of all relevant documentation, in line with ISD standards, in relation to the systems development lifecycle.
4.	Perform software development utilising a number of core toolsets including, but not limited to, Oracle Forms, SQL, SQL Plus, SQL Loader, Oracle Reports, PL/SQL, JAVA, JSP, XML and HTML.
5.	Acquire detailed knowledge and understanding of business processes, applications and services that support the sponsoring departments.
6.	Liaise with the appropriate business users to define functional requirements and the subsequent production of detailed technical specifications.
7.	Attend and participate in 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.
8.	Attend training and work with new technologies, playing a key role in their configuration and development of departmental standards.
9.	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.
10.	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)		Essential/ Desirable	Assessment Method
E1	Educated to degree level in Information Technology/Computing Science or another numerate discipline or in exceptional circumstances extensive relevant work experience.	Essential	Application/CV
Experience			
E2	Knowledge of ORACLE and the Principles of Relational Database Design.	Essential	App/CV/ Interview
E3	Experience in software development using the ORACLE RDBMS toolset including experience of developing in SQL and PL/SQL.	Essential	App/CV/ Interview
D1	Knowledge of web development languages such as HTML, CSS, Javascript	Desirable	App/CV/ Interview
D2	Knowledge of developing in a UNIX Apache / Tomcat environment.	Desirable	App/CV/ Interview
D3	Knowledge of structured analysis and database design techniques.	Desirable	App/CV/ Interview
D4	Experience in developing Student Record or related systems.	Desirable	App/CV/ Interview
D5	Experience of working in a Higher Education environment.	Desirable	Application/CV
Job Related Skills and Achievements			
E4	Logical and methodical approach to problem solving and a keen, analytical mind, with the ability to provide innovative solutions.	Essential	Interview
E5	Ability to absorb information, to discern what is relevant and to apply it to practical situations.	Essential	Interview
E6	Logical, data/evidence based approach to decision making.	Essential	Interview
Personal Attributes			
E7	Ability to work both autonomously and as part of a team.	Essential	Interview

E8	Good interpersonal and communication skills and the potential to work within a cross-disciplinary team.	Essential	Interview
E9	Proactive, applies initiative to maintain progress and naturally organised and forward thinking.	Essential	Interview
E10	Willingness to learn with the ability to gain and share knowledge relating to new methods and toolkits.	Essential	Interview
Other Relevant Factors			
E11	Professional integrity – fair, tolerant, honest, consistent and understands personal impact.	Essential	Interview

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 Saul Charkow, Applications Support and Development Manager (saul.charkow@strath.ac.uk).

Conditions of Employment

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

Probation

Where applicable, the successful applicant will be required to serve a 9 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](#).

Interviews

Formal interviews for this post are scheduled to be held on Friday, 2 February 2018.

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