

Oracle Analyst Developer

Department	IS Business Systems (www.strath.ac.uk/professionalservices/is/)		
Directorate	Information Services (www.strath.ac.uk/is/)		
Staff Category	Administrative and Professional	Reference No	421196
Reports To	Senior Application Analyst Developer	Grade:	7
Salary Range:	£33,309-£40,927	Contract Type:	Fixed Term (24 months)
FTE	1 (35 hours/week)	Closing Date	23/01/2022
Holidays	31 days + 11 statutory days	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 Staff Development Unit (OSDU) and, when required, external training.		
Family Friendly Benefits	Generous maternity, shared parental, paternity and adoption leave, on-campus nursery, holiday purchase scheme.		
Health and Wellbeing	University Sport centre, access to health and wellbeing events, occupational health, cycle to work scheme.		

Job Advert

****DIRECT APPLICATIONS – NO AGENCIES PLEASE****

An exciting opportunity has arisen for 4 experienced analyst developers to provide support and development within the Applications Support and Development, HR/Payroll, Finance and Student Records teams within IS Business Systems at the University of Strathclyde.

You will bring your experience and expertise to bear in the support and development of the University's in-house systems using Oracle Technologies that continue to meet the needs of our students and staff.

Each successful candidate will be placed within one team of the following teams: Applications Support and Development, HR/Payroll, Finance or Student Records

The successful candidates must have a successful track record of full system lifecycle development with technical knowledge and experience of the following toolsets:

- Oracle PLSQL / SQL
- Oracle Forms

Highly Desirable skillsets and experience include :

- Apex
- LINUX / UNIX
- Oracle I9C database
- Java 8+
- Oracle Reports

The post holders will have knowledge and experience of developing software applications in a support role for databases in Oracle technologies. As an enthusiastic and keen individual, with a logical approach to problem solving, the candidate must be willing to be trained in Oracle technologies and business applications in both the technical and business process sides with the aim to provide support to customer issues that come through the helpdesk system. The candidates must have excellent interpersonal skills as the role require customer engagement and the ability to understand requirements and translate those to software solutions.

A self-starter, with the ability to work in a fast-paced environment, you will be working as part of a team using the required development skillset. You should be able to demonstrate a track record of problem-solving abilities and innovative development.

It is highly desirable that the candidate has knowledge and experience in the Higher Education sector but is not essential for this role.

In return, you will receive 'on-the-job' training, a generous holiday package and be eligible to subscribe to a variety of schemes associated with being an employee of the University including: generous employer contributions to your pension; a world-class Sport Centre; family friendly policies; and various additional incentives including a Cycle Scheme. The University also has on-site childcare and parking for which you can apply. The University supports flexible and agile working policies for all staff.

The post is offered on a full time basis (35 hours a week). Hours may be worked on a flexible basis, usually with a combination of home and campus working, in line with the University's Agile Working Policy. All successful candidates must be willing to be located in the UK. The successful candidate must have the ability to work online from home.

Job Description

Brief Outline of Job:

The successful candidate will undertake a key role within one of the University's IS Business Systems teams (Applications Support and Development, HR/Payroll, Finance and Student Records teams within IS Business Systems) and will focus mainly on the support and development of the University's corporate systems and integrations to a number of packages and inhouse applications.

Working with key stakeholder and customers, the post holder must gain a thorough understanding of the key business processes that support the university's systems and be able to translate the customer requirements into technical specifications, develop software and carry out system testing in line with defined standards and timescales.

The post holder requires to have good analytical and problem solving skills and must demonstrate an ability to work collaboratively with the University Helpdesk team and key business stakeholders, as well as members of other areas of IT services including but not limited to Corporate Operations (server support), User Database team and Data Warehouse team as well as the customers within HR, Finance, Admissions and Student Lifecycle services and Strategy and Policy.

The role requires the successful candidate to balance the demands of on-going support, maintenance and development on an ongoing basis in line with business needs and work to deadlines.

Main Activities/Responsibilities:

1.	Provide support and enhancements to the one of the University systems (Student records, Admissions, HR/Payroll or Finance) and related systems and data integrations. Assessing requirements by engaging with users directly and through helpdesk calls to resolve any issues in a timely manner.
2.	Develop and implement innovative solutions and precise applications, following the application development lifecycle with appropriate technologies, such as: <ul style="list-style-type: none"> • PLSQL / SQL • Oracle Forms • Oracle Reports
3.	Develop and support integrations to other systems working with the Corporate Integration Hub team.
4.	Liaise and attend meetings with Customers in departments where necessary, providing timely communications and support for system problems using the University's FreshService (Help Desk System).
5.	Work as part of a team to develop and test solutions for technology upgrades (Database, application software, server upgrades etc).
6.	Work closely with colleagues within your team to learn and understand components of the applications and gain understanding of the existing applications, interfaces and areas of business.

7.	Work closely with various IT teams across Information services including, Helpdesk, Corporate Operations (server support) and Data Warehouse team as well as customers within Admissions and Student Lifecycle services, Finance, HR and Strategy and Policy
8.	Conforming to the appropriate coding and development and ITIL standards. This includes but is not limited to: source code control systems (GIT), software release procedures (configuration control management), Helpdesk systems (Currently Fresh Service), SQL Developer, JIRA and Confluence.
9.	Undertake training and work with new technologies, playing a key role in their configuration and the development of departmental standards.
10.	Undertake other duties as appropriate to the grade and content of the post, as directed by the line manager,
11.	Ability to work from home. Equipment will be provided.
12.	Comply with departmental safety, health and wellbeing arrangements, data protection and Cyber Security standards including undertaking any specific training and self-assessments under the direction of 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 Degree or equivalent in Information Technology/Computing Science or a numerate discipline. Equivalent experience in the required tools and skills will also be considered.

Experience

E2 Knowledge and track record of developing innovative software solutions from a technical specification in Oracle technologies

E3 Knowledge and track record in interpreting relational database design and data models with appropriate toolsets e.g. SQL developer.

E4 Experience in using Source Code Control (GIT) and Configuration Control procedure for software release and working with Helpdesk systems to manage calls.

E5 Proven Experience of support and development using the following languages/toolsets: SQL, PL/SQL SQL, Oracle forms and/or Apex

E6 Knowledge of structured analysis and database design techniques.

D1 Knowledge and experience in all stages of the full application development lifecycle.

D2 Experience of working with/or developing core business systems within an organisation.

D3 Working in a support and development capacity and liaising with customers to develop solutions to customer problems.

D4 Experience of support and development using the following languages/toolsets: Oracle I9C database, LINUX/UNIX, Java 8+, Java IDE, Oracle Reports

Job Related Skills and Achievements

E7 Logical and methodical approach to problem solving and a keen, analytical mind, with abilities to provide innovative solutions

E8 Proven Track record in working in a team environment, working to deadlines and a track record of playing a developer role in successful implementation of bespoke business software solutions.

E9 Proven track record of logical, data/evidence based approach to decision making

Personal Attributes

E10 Ability to work autonomously and as part of a team

E11 Excellent interpersonal and communication skills with ability to work within a cross-disciplinary team.

E12 Willingness to learn with the ability to gain and share knowledge relating to new methods and toolkits.

Other Relevant Factors

D5 Previous experience working in the Higher Education Sector

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted 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 Jennifer Ross (Jennifer.ross@strath.ac.uk)

Conditions of Employment

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

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

During current covid restrictions the successful applicant will be required to work predominately from home. Appropriate IT equipment will be provided. The University supports and encourages agile working practices, giving staff choice and flexibility over how and when they work to best suit the tasks to be delivered. We would be happy to discuss this further during the interview process.

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](#).

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 will be held on 02/02/2022. 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.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

