

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	397324
Reports To	Senior Application Analyst Developer (IT Services)	Grade:	7
Salary Range:	£33309 - £40927	Contract Type:	Fixed Term (24 months)
FTE	1 (35 hours/week)	Closing Date	26/09/2021
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 an experienced analyst developer within the Core Student Record Project Team 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 Student Records and related systems using Oracle Technologies that continue to meet the needs of our students and staff.

The successful candidate 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 or Apex
- Full systems lifecycle development

Desirable skillsets and experience include :

- LINUX / UNIX
- Oracle I9C database
- Java 8+
- Oracle Reports
- Relational database design and data modelling

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 will join a team of developers working closely with key dedicated business staff within a dynamic, motivated and supportive working environment, gaining experience across all stages of the systems development life-cycle.

Excellent communication skills are essential, and 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 To Work 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.

Job Description

Brief Outline of Job:

The successful candidate will undertake a key role in the Core Student Record Project Team and will focus mainly on the support and development of the University's corporate student records system and integrations to several package and inhouse student facing applications.

Working with key stakeholder and customers, the post holder will gain a thorough understanding of the key business processes that support the student record lifecycle and be able to translate the customer requirements into technical specifications, develop software and undertake system testing in line with defined standards and timescales.

The post holder requires to have strong analytical and problem solving skills and an ability to work collaboratively with key business stakeholders, as well as members of other areas of IT services including but not limited to Corporate Operations (server support), Applications Support & Development and Data Warehouse team as well as customers within Admissions and Student Lifecycle services, Finance, HR and Strategy and Policy.

Main Activities/Responsibilities:

1.	Perform full systems life cycle design and development for the delivery of bespoke application software in a variety of technologies, including but not limited to PLSQL/SQL, Oracle Forms/Apex. 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.
2.	Development and maintenance of all relevant documentation, in line with ISD standards, in relation to the systems development lifecycle.
3.	Acquire detailed knowledge and understanding of business processes, applications and services that support the sponsoring departments.
4.	Liaise with the appropriate business users to define functional requirements and the subsequent production of detailed technical specifications.
5.	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.
6.	Work closely with various IT teams across Information services including, Corporate Operations (server support), Applications Support & Development and Data Warehouse team as well as customers within Admissions and Student Lifecycle services, Finance, HR and Strategy and Policy.
7.	Adhere 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.
8.	Undertake training to work with new technologies, playing a key role in their configuration and the development of departmental standards.
9.	Comply with departmental safety, health and wellbeing arrangements, data protection and cyber security standards including undertaking any specific training and self-assessments.
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 if required. Equipment will be provided.

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 (for example, GIT) and Configuration Control procedure for software release.

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

E6 Knowledge of structured analysis and database design techniques.

E7 Knowledge and experience in all stages of the full software development lifecycle.

D1 Experience of working with/or developing Student Records or related systems.

D2 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

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

E9 Proven track record of working in a team environment, working to deadlines and having undertaken a developer role in the successful implementation of bespoke business software solutions.

E10 Proven track record of logical, data/evidence based approach to decision making

Personal Attributes

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

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

E13 Willingness to learn with the ability to gain and share knowledge relating to new methods and toolkits.

Other Relevant Factors

D3 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/workforum>).

Informal enquiries about the post can be directed to Aileen McIntosh, Senior Applications Analyst/Developer (aileen.mcintosh@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 21/10/2021. 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.

