Digital Developer

Grade TBD

**Our Vision**

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

* Have access to more good jobs and share the benefit of economic growth
* Live in thriving and sustainable communities
* Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

* Ambitious – We are ambitious for our communities and the people of Staffordshire
* Courageous – We recognise our challenges and are prepared to make   
  courageous decisions
* Empowering – We empower and support our people by giving them   
  the opportunity to do their jobs well.

About the Service

As a vital component of our organisation The Digital Team is at the forefront of driving digital innovation and online excellence. Tasked with crafting and optimising digital experiences the team collaborates with partners and stakeholders from across the whole organisation to design and implement cutting edge solutions. From web development, user interface design, automation and artificial intelligence the team is committed to elevating Staffordshire County Council’s digital footprint.

**About the Role**

As a **Digital Developer** within our dynamic **Digital Team** your role is pivotal in rapidly creating and deploying digital solutions with efficiency and innovation. Leveraging tools including low code development and robotic process automation platforms, you will help to streamline and automate business processes with digital solutions. Your responsibilities will include collaborating closely with cross-functional teams, understanding user needs, and using software tools to deliver scalable and user-friendly solutions. You’ll play a key part in the development cycle of digital innovations, ensuring the seamless integration of design and functionality. Your passion for staying up to date with the latest technologies and eagerness to solve complex problems will be pivotal in driving the success of our digital initiatives.

Reporting Relationships

Responsible to: Business Analyst

Responsible for: N/A

Key Accountabilities:

* Organise the development and maintenance of new and existing digital solutions (such as Low Code Development, Robotic Process Automation and Artificial Intelligence), ensuring they meet high quality standards, user requirements and contribute to the delivery of the organisation’s goals.
* Collaborate with Business leads, Business Analysts, ICT Account Managers and other stakeholders to capture business requirements and translate them into technical approaches and designs for functional and appealing digital solutions.
* Take technical responsibility for the development lifecycle of solutions contributing to user interface/experience design including by carrying out; analysis, specification/definition of user stories, design, development, testing, implementation, support, maintenance and retirement, ensuring a seamless and intuitive digital experience for our audience.
* Conduct regular and thorough testing of digital solutions ensuring that all work is documented using appropriate standards, methods and tools to assist the delivery of reliable and maintainable digital products.
* Continuously assess and optimise the performance of digital solutions, addressing issues promptly to enhance speed, responsiveness and overall user satisfaction.
* Participate and organise one or more small to medium sized projects, monitoring activities against planned timescales and providing regular and accurate reports to management and stakeholders to ensure timely delivery of digital products in accordance with project timelines and organisational objectives.
* Effectively identify and resolve bugs and issues within digital solutions, minimising downtime and ensuring a smooth user experience.
* As a technical expert actively engage in collaborative problem-solving, addressing challenges in real time and contributing to a culture of continuous improvement within the Digital Team.
* Align solutions and technologies to agreed organisational ICT standards and industry best practices and ensure that the introduction of new technologies and solutions are authorised by the ICT Change Advisory Board.
* Adhere to cyber security best practices to safeguard digital solutions, ensuring compliance with industry standards and data protection regulations.
* Seek and incorporate feedback from users, stakeholders, and team members, delivering iterative improvements in digital solutions to enhance overall performance and user satisfaction.
* Collaborate with the Digital Manager, Business Analysts, Corporate Teams (including ICT/IGU) and Users to ensure proper implementation and integration of digital solutions.

This post is designated as a casual car user.

**Professional Accountabilities:**

The post holder is required to contribute to the achievement of the Council objectives through:

**People Management**

Engaging with People Management policies and processes

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the Council’s climate change strategy.

**Health and Safety**

Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **Minimum Criteria for Disability Confident**  **Scheme \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership**   * Educated to NVQ Level 4 or equivalent experience. | A/I/T |
| **employer_small**  **employer_small**  **employer_small**  **employer_small** | **Knowledge and Experience**   * Experience in analysing and solving complex problems, adapting to challenges in a fast-paced digital development environment. * Experience in developing and implementing Digital and Robotic Process Automation solutions using tools such as UiPath, M365 Power Apps and Jadu. * Strong understanding of Robotic Process Automation and digital development concepts, including process automation, workflow design, and bot configuration. * Experience of designing technical specification documents. * Experience with Agile development methodology. * Understanding of web security principles and ability to implement secure development practices to protect against common vulnerabilities. * Knowledge of UI/UX design principles * Good understanding of Agile project management frameworks and experience of Change Management tools and processes including analysing business processes, recommending and implementing changes. * Knowledge of current and emerging trends in digital innovation, technology and user experience (UX) design. | A/I/T  A/I/T  A/I/T  A/I/T  A/I/T  A/I/T  A/I/T  A/I/T  A/I/T |
| **employer_small**  **employer_small**  **employer_small**  **employer_small** | **Skills**   * Good level of ICT skills (including M365.) * Effective communication skills, both written and verbal, to convey technical concepts to internal and external stakeholders and collaborate within cross functional teams. * Able to build good working relationships with a range of stakeholders. * Supporting and occasionally leading facilitated workshops and meetings. * Ability to prioritise conflicting demands, work pressures and own workload across multiple developments at one time. * Strong analytical skills with acute attention to detail. * Good project management skills, able to demonstrate involvement in the successful delivery of one or more small sized projects. * Good time management and organisational skills. * Ability to maintain confidentiality and an awareness of the importance of cyber security and data protection. * Able to work effectively occasionally with minimal supervision and direction using own initiative. * Highly motivated with the ability to pick up new skills quickly and willing to take active responsibility for own development. | A/I/T  A/I/T  A/I/T  A/I/T  A/I/T  A/I/T  A/I/T  A/I/T  A/I/T  A/I/T  A/I/T |

**employer_small** If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting

Talent & Resourcing Team 01785 278300