

Job Description

Job Title	Lead Developer
Directorate	Digital, Data and Technology
Service Area	Customer and Web Technology
Grade	9
Competency Level	1
Salary	
Job Type	Hybrid
Location	Cunard Building
Disclosure and barring service (DBS)	N/A
Job Evaluation Ref No	A9425

Job Purpose

Responsible for technical development and implementation of web-based activities and projects, taking ownership of projects within team disciplines and ensuring targets and milestones are achieved.

Directly Responsible For:

No direct responsibility

Directly Responsible To:

Technical Lead

Main Areas of Responsibility:

- Work with the Technical Lead to define the strategic and technical direction for the area of discipline covered by the role
- To support the Technical Lead on development strategy, ensuring that solutions are at or above industry, national or competitive standards in order to deliver a superior user experience
- To support the Technical Lead in planning, organise and prioritise work programmes for the team to meet project timescales and milestones, ensuring that the work undertaken by the team is responsive to the needs of clients and customers
- Liaise with the Project Management team, Technical Lead and internal and external customers to ensure timely delivery of websites, applications and services
- Support the Technical Lead in evaluating the Development Team, identifying strengths, problem areas, and developing plans for improving performance
- Define and produce team performance reports
- Develop team processes, standards and guidelines to ensure a high quality and consistent experience for customers
- To identify opportunities to enhance online systems or applications and improve the user experience
- To work with customers across Liverpool City Council to identify areas for improvement, and assess the impact of change, and define alternative solutions
- Support the development of management information and analysing trend and user research to inform, determine and define appropriate customer experience for each channel

- Support the Technical Lead in defining project costs, timescales and solutions and participate as a team member on development projects to realise project objectives
- Lead and plan development implementation on development projects, actively encouraging, supporting and mentoring other development team members
- To provide design assurance/QA at the system/service level to ensure developments are undertaken in alignment with the requirements/specifications
- Support the Project Managers with client liaison throughout the project life, managing expectations and ensuring project milestones are achieved
- Support the development of new business solutions, which typically involves working with the client to develop an understanding of the most appropriate technical solution to meet the business need
- Actively take ownership through the team and across the business for the digital environment
- Lead site and application development within the web environment using tools including:
 - Microsoft .NET framework
 - Umbraco
 - C#
 - HTML5/JavaScript
 - Microsoft SQL Server
 - Microsoft SharePoint / 365
 - WordPress
- Third line application support and maintenance for legacy and newly developed applications
- Migration of legacy systems to browser-based systems
- Implementation and support of specifications and technical implementation documentation to published quality standards
- Input into the technical design aspects of projects as appropriate
- Implement and support the technical strategy in association with the Technical Lead and Head of Service

- Provide co-ordinated and timely designs for work requests arising from change and other processes ensuring that overall strategy and best practice is adhered to
- Input into business case production as required
- Adherence and development of strategy, policy and guidelines
- Adherence to technology standards
- Produce technical implementation documentation as required
- Keep up to date with new digital developments and technologies, assessing their relevance to clients and market
- Produce application and infrastructure performance reports

Supervision and Management Responsibility:

- No supervisory or management responsibility

Budget and Financial Responsibility:

- Being fully accountable for managing the council's resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact

Social Value Responsibility:

- Drive for social value through all activities, ensuring wider social, economic and environmental benefits for the council, residents and communities

Physical Demands of the Job:

- This role will involve the use of Display Screen Equipment (DSE), including but not limited to screen, keyboard and mouse

- This role could involve sitting for long periods of time whilst using DSE

Corporate Responsibility:

- Contribute to the delivery of the Council Plan
- Delivering and promoting excellent customer service, externally and internally
- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken
- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan

Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at the following competency level **1**.

[The competency framework can be found here.](#)

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

Person Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

Qualification and training

Essential

- Degree or equivalent qualification in web development and database technologies (IA)

Desirable

- Appropriate training and experience at senior team level

Experience

Essential

- Experience of supporting and developing a technical development team in a multi-application environment (IA)
- Recent experience at a senior level in web application development, to include a substantial amount of programming in: (IA)
 - Microsoft .NET Framework
 - Umbraco
 - C#
 - HTLM5/Javascript.
 - Microsoft SQL Server
 - Microsoft SharePoint/365
 - WordPress

- Track record of planning and delivering successful projects and initiatives, including project management and demonstrable third party management (IA)

Desirable

- Experience of developing and implementing technical strategies, guidelines and standards
- Ability to produce Technical Implementation documentation as required

Skills/Abilities

Essential

- Ability to analyse information, think creatively and to advise on new solutions, initiating and developing new ideas that add value to the business (IA)
- Professional approach and positive attitude, with strong problem-solving skills (IA)

Desirable

- Excellent communication skills, with the capacity to clarify technical issues
- Organised and self-motivated with the ability to meet deadlines and strict time constraints within a multi-project environment
- Ability to liaise professionally and build relationships with senior and technical staff within the City Council, clients, and third-party suppliers

Commitment

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council
- Ability to understand and anticipate customer needs and aspirations, owning their issues through to resolution

