Job Description

Job Title	Lead Low Code Developer
Directorate	Strategy & Change
Service Area	Customer & Web Technology
Grade	9
Competency Level	2
Salary	£51,356 - £56,673
Job Type	Hybrid
Location	Cunard Building
Disclosure and barring service (DBS)	Not Required
Job Evaluation Ref No	A10185

Job Purpose

The Low-Code Lead Developer will be responsible for providing technical leadership, guidance, and hands-on expertise in architecting and delivering low-code solutions that meet business objectives and drive innovation. Collaborating closely with stakeholders, Project Managers, and other ICT teams to ensure successful project delivery and alignment with the Digital, Data and Technology strategy and Liverpool City Council's goals.

This role will lead the development of scalable, secure, and user-focused applications using platforms such as **Microsoft Power Platform** and **Jadu**, supporting service transformation and improved citizen engagement. The successful candidate will guide a team of developers, collaborate with service areas to understand requirements, and ensure technical standards and governance are upheld. A strong background in low-code development, solution architecture and service delivery is essential.

Directly Responsible For:

Developers (Low-code), Junior Developers (Low-code)

Directly Responsible To:

Technical Lead

Main Areas of Responsibility:

- Lead the design, development, and implementation of complex low-code solutions, including customisation and integration with other systems
- Work with the Technical Lead to define the strategic and technical direction for the area of discipline covered by the role.
- Provide technical leadership and mentorship to a team of low-code developers, fostering a culture of collaboration, innovation, and continuous improvement
- Architect scalable and maintainable low-code solutions that adhere to best practices, security standards, and governance policies
- Collaborate with business stakeholders to understand requirements, define solution architectures, and provide recommendations for low-code platform adoption
- Review and evaluate existing low-code implementations, identifying opportunities for optimisation, enhancement, and standardisation

- Stay abreast of emerging low-code technologies, tools, and trends, and assess their potential impact on our organisation's digital transformation strategy
- Serve as a subject matter expert on low-code development, providing technical guidance, training, and support to internal teams and external partners
- Partner with project managers and ICT leadership to prioritise initiatives, allocate resources, and ensure timely and successful project delivery.
- Drive the adoption of low-code development best practices, coding standards, and methodologies across the organisation
- Collaborate with cross-functional teams to troubleshoot issues, perform root cause analysis, and implement effective solutions

Supervision and Management Responsibility:

- Ensuring activities are planned to include meaningful one to one conversations, quality annual appraisals and regular workforce planning and development.
- Manages performance and behavioural issues effectively.

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
- Monitor financial performance and deliver within budget
- Monitor financial performance, deliver within budget and seek savings and efficiencies by exploring opportunities to draw funding where appropriate
- Set, monitor, and remain within budget whilst challenging the team to deliver increased efficiencies

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- Explores different options for funding and income generation.

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

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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 **2**

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 level qualification, training, or relevant experience in relevant software development and ICT related technologies (IA)

Desirable

- Appropriate training and experience at senior team level

Experience

Essential

- Experience as a software developer, with significant experience in low-code development (IA)
- Proven track record of leading low-code development projects from inception to delivery, including architecture design, development, and deployment (IA)
- Track record of planning and delivering successful projects and initiatives, including project management and third-party management (IA)

Desirable

- Strong technical proficiency in low-code platform components, including Power Platform and Jadu (or any other equivalent technology)

- Solid understanding of software development lifecycle (SDLC) methodologies and Agile practices
- Experience in web application development, using technologies such as:
    - Microsoft .NET Framework
    - Umbraco
    - C#
    - HTLM5/Javascript.
    - Microsoft SQL Server
    - Microsoft SharePoint/365
    - WordPress
- 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)
- Excellent communication skills with the ability to articulate technical concepts to both technical and non-technical audiences (IA)
- Professional approach and positive attitude, with strong problem-solving skills (IA)

Desirable

- Problem-solving: Strong analytical and problem-solving skills with a focus on finding creative solutions. initiating and developing new ideas that add value to the business

- Customer-focused with a commitment to delivering exceptional user experiences and driving business value
- Ability to analyse information, think creatively and to advise on new solutions

Commitment

Essential

- Integrity and professionalism, with a commitment to upholding ethical standards and fostering a culture of trust and respect (IA)

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