

## PERSON SPECIFICATION

**JOB TITLE:** Analyst Developer  
**GRADE:** 11  
**PREPARED BY:** Gavin Muncaster

**DEPARTMENT:** ICT  
**POST NO:** 50058420  
**DATE:** 2019

<b>E = ESSENTIAL</b> <b>D = DESIRABLE</b>		<b>SOURCE OF EVIDENCE - APPLICATION =</b> <b>TEST =</b> <b>INTERVIEW =</b>	<b>A</b> <b>T</b> <b>I</b>
	<b>1. EXPERIENCE, direct work experience, other relevant experience.</b>	<b>W = 5</b>	
<b>E</b>	Extensive experience in the design, development and maintenance of web/software applications.		A/I
<b>E</b>	Demonstrable experience of evaluating customer requirements and developing web/software based solutions to meet business needs		A/I
<b>E</b>	Extensive demonstrable experience of developing e-commerce solutions, including the secure handling of on-line financial transactions		A/I
<b>E</b>	Extensive demonstrable experience of writing dynamic web applications and digital services using Microsoft .Net or similar by linking to SQL server and other back-end databases.		A/I
<b>D</b>	Demonstrable experience of effectively documenting web/software solutions		A/I
	<b>2. KNOWLEDGE, without which the job cannot be done effectively.</b>	<b>W = 5</b>	
<b>E</b>	Knowledge of current and future trends in web/software development and related technologies		A/I
<b>E</b>	Knowledge of Microsoft .Net using C#		A/I
<b>E</b>	Good knowledge of e-commerce principles and practices		A/I
<b>E</b>	Industry trends and developments		A/I
<b>E</b>	Considerable specialist knowledge in at least one or more of the following areas: Adult Social Care and related systems / Customers services and related systems / Finance Systems.		A/I
<b>D</b>	PRINCE2 or project management principles		A/I
	<b>3. SKILLS &amp; ABILITIES, Essential/Capable of doing, Desirable/Able to train.</b>	<b>W = 5</b>	
<b>E</b>	Demonstrable ability to develop digital services and web/software solutions		A/I
<b>E</b>	Ability to identify customer / visitor requirements and to meet these effectively.		A/I
<b>E</b>	Ability to plan and prioritise work according to agreed criteria		A/I
	<b>4. QUALIFICATIONS, TRAINING &amp; EDUCATION, also identify training to be given.</b>	<b>W = 4</b>	
<b>E</b>	Educated to HND level or equivalent experience.		A/I
<b>D</b>	Relevant technical qualification		A/I
<b>D</b>	Project management – PRINCE2 preferred		A/I
	<b>5. PERSONALITY, SOCIAL SKILLS, Relationships, thinking style, disposition.</b>	<b>W = 5</b>	
<b>E</b>	Flexible, creative, innovative approach to work		I

<b>E</b>	Highly self-motivated	A/I
<b>E</b>	Business orientated approach	A/I
<b>E</b>	Strong customer focus	A/I
<b>E</b>	Good interpersonal and communication skills	A/I
<b>E</b>	Willing to challenge existing practices	A/I
	<b>6. OTHER FACTORS, Physical, Mobility, Availability, Conditions, etc.</b>	<b>W = 3</b>
	Preference for personal self-development desirable	A/I
	<b>CONTRA INDICATIONS, if any</b>	<b>W = 5</b>
	Lack of familiarity with current industry trends	A/I