

Person Specification

Post Title:	Solutions Developer		
Directorate:	Service Support		
Department:	Information and Communications Technology		
Location:	Headquarters		
Grade:	F/G	Date:	August 2019

Guidance Notes

Please note that 'Essential' denotes those requirements, which the applicant **must** hold to be shortlisted for interview.

	Requirements: E = Essential D = Desirable	E/D	Measure (see below)
Skills, Knowledge and Experience			
	Knowledge of Microsoft SQL server 2016 and above to include configuration, performance tuning and troubleshooting gained through experience	E	2,4
	Experience of designing SQL stored procedures, functions, tables and views	E	2,3,4
	Experience of using SSIS, SSRS sufficient to deliver complex reports, analysis packages and data transformations	E	2,3,4
	Experience of using 3 rd party Business Process Management tools to build complex multi stage processes with parallel and serial processing, logic branching and configuration of notification triggers.	E	2,4
	Experience of creating test plans, scripts and scenarios to validate business requirements	E	2,3,4
	Experience of identifying solutions and implementing creative solutions for business issues.	E	2,4

	Requirements: E = Essential D = Desirable	E/D	Measure (see below)
	Ability to create relational databases and data warehouses including new tables/views and add dimensions to maintain database referential integrity.	E	2,3,4
	Ability to work autonomously on a diverse work stack organising own work to meet competing and demanding deadlines and manage stakeholder expectations effectively.	E	4
	Ability to work with a high degree of accuracy and attention to detail, whilst being able to rapidly design and develop complex business applications to meet project timescales and development deadlines to ensure long term business transformation agenda is delivered	E	4
	Ability to use Microsoft Word, Excel, Visio and PowerPoint sufficient to document, design and build business processes and create presentations for employees, managers and senior leaders.	E	2,4
	Ability to act autonomously when delivering solutions to business challenges from a brief, reporting exceptions and major changes in outcomes, scope or deliverables to management.	E	2,4
	Ability to communicate effectively at all levels both in person and telephone. Able to develop relationships and manage a range of stakeholders within IT, business and third parties.	E	4
	Knowledge of information security concepts sufficient to work with security specialists and 3 rd parties to secure business systems.	E	2,4
	Experience of systems integration – e.g. building robust future proofed interfaces to integrate data flows between 2 or more Line of business applications to enhance the end user experience, now and in future	E	2,4
	Experience of using K2 Business Process Management.	D	2,4

	Requirements: E = Essential D = Desirable	E/D	Measure (see below)
	Experience of analysing and documenting business and business process requirements to translate them into technical requirements.	D	2,4
	Experience of using XML, CSS, JQuery, Visual Studio, PowerShell scripting.	D	2,4
	Experience of archive, backup and recovery to enable management of data backup and recovery to and from a variety of storage solutions including cloud.	D	2,4
	Knowledge of and the ability to apply information governance, security and confidentiality concepts.	D	2,4
	Knowledge of, and ability to apply the principles of the Data Protection Act 2018 and the Freedom of information Act.	D	2,4
Equality and Fairness			
	Sound knowledge of and commitment to Equality and Diversity.	E	4
Qualifications and Training			
	Educated to Degree level in an IT related discipline.	D	2,6
	Evidence of continual professional development	E	2,4
	Willing to undertake further training as required.	E	4
Attitude and Motivation			
	Experience and knowledge of the importance of the concept of quality service and customer care.	E	2,4
	Ability to work alone or as part of a team.	E	4
	Reliable and flexible to the demands of the role.	E	4
	Ability to respect confidentiality at all times.	E	4

	Business focus sufficient to apply information systems and technology to improve the efficiencies of the operation.	E	2,4
Other			
	Ability to work evenings, early mornings and weekends as required.	E	4,5
	Ability to travel to other Fire Service locations in Leicestershire and, occasionally, other UK venues.	E	4,5
	Must be willing to undertake a basic criminal records check	E	6,8

Guidance Notes

In weighing the factors “essential” denotes those requirements that the candidate **must** hold. The qualities specified must be strictly based on requirements to perform the job and must not be unnecessarily restrictive or demanding.

Measures

- 1 = Test Prior to shortlisting (all applicants)
- 2 = From application form
- 3 = Test after shortlisting
- 4 = Probing at interview
- 5 = E recruitment pre-screen
- 6 = Documentary evidence (i.e. qualifications)
- 7 = Medical
- 8 = Other (e.g. DBS check)