PERSON SPECIFICATION

ICT Development Analyst

	Essential	**Desirable**	**How this will be measured**
Qualifications required	• O-Level / GCSE qualifications or equivalent, including Maths and English	• Degree in Computing Science or equivalent.	A, D
Skills / competencies required	• Comprehensive programming background using modern standards approach	• Systems analysis and design	I,A
Knowledge required	• Good working knowledge and understanding of web based technologies • Good working knowledge of the design and development stages in the creation of bespoke software solutions. • Good working knowledge of process optimisation	• Knowledge of emerging technologies • Knowledge of information and data security • Knowledge of Agile or PRINCE2 principles • Knowledge of ITIL principles	I,A

Experience required	• 3+ years' working experience of developing, implementing, supporting and maintaining software systems.
	
	• 3+ years' working experience of at least two of following programing languages
	  o HTML5
	  o CSS
	  o Java Script
	  o XML / Web Services
	  o Python
	  o Powershell
	  o .Net
	  o XML
	  o JSon
	
	• Working experience of inter system integration
		• Experience of developing web forms from user request through to implementation.
		
		• Experience of developing bespoke web based software solutions from user request through to implementation.
		
		• Experience of one of the following database platforms, SQL Server ,Oracle, Postgres.
		
		• Experience of basic SQL operations
			A, I, R

Personal qualities	• Ability to work under pressure, determine priorities and meet tight deadlines. • Good interpersonal and communication skills, both verbal and written. • Ability to analyse problems and adopt an innovative approach to finding efficient, cost effective solutions.	• Ability to promote ICT services throughout the Council. • Ability to represent the Council in a professional manner.	I

	• Ability to work both individually and as part of a team. • Ability to articulate ICT matters to non-technical people. • Customer focused approach to support the service		
Other requirements	• Flexible approach to working time arrangements. • Personal integrity, initiative, and ability to behave responsibly.	• Full UK Driving Licence and car availability for work use.	I, R

A = Application Form, D = Documentary Evidence, I = Interview, R = References.