



Job Summary Overview

Job title	Software Developer
Career family	Organisational Enablers
Professional pathway	Technology
Career family level	Intermediate / Officer (Tier 7)
Grade	13
Reports to	Delivery Manager (Platforms)
Financial responsibility	N/A
Supervisory responsibility	None
Reference number	

Job Summary

The Software Developer designs, builds, and maintains software applications, systems and platforms by writing and testing code to meet user and business needs. Troubleshoot issues, continuously improve performance, scalability, and functionality across platforms.

Software Design and Development

- **Application Design:** Design software applications, systems, and platforms that meet user and business needs. This involves understanding the requirements, creating design specifications, and planning the architecture of the software.
- **Code Writing:** Write clean, efficient, and maintainable code to build software applications. Use programming languages and tools that are best suited for the project, ensuring that the code adheres to industry standards and best practices.
- **Testing and Debugging:** Test the software to identify and fix any bugs or issues. This includes writing and executing test cases, performing code reviews, and using debugging tools to ensure the software functions correctly.

Performance and Scalability

- **Performance Optimisation:** Continuously improve the performance of software applications. This involves identifying bottlenecks, optimising code, and implementing best practices to ensure the software runs efficiently.
- **Scalability:** Ensure that the software can scale to handle increased loads and user demands. This includes designing the software architecture to support scalability and implementing solutions that allow the software to grow with the business needs.

Troubleshooting and Maintenance



- **Issue Resolution:** Troubleshoot and resolve issues that arise in the software. This involves diagnosing problems, identifying root causes, and implementing fixes to ensure the software remains reliable and functional.
- **Continuous Improvement:** Continuously improve the functionality and usability of the software. This includes gathering feedback from users, identifying areas for improvement, and implementing enhancements to meet evolving user and business needs.

Specific requirements	Essential <i>Mark with ✓</i>	Desirable <i>Mark with ✓</i>
Proficiency in designing, developing, and maintaining software applications. This includes writing clean, efficient, and maintainable code using various programming languages and tools.	✓	
Strong analytical and problem-solving skills to identify issues, develop solutions, and implement fixes. This involves troubleshooting and debugging to ensure software reliability and functionality.	✓	
Expertise in designing scalable and efficient software systems. This includes understanding system requirements, creating design specifications, and planning the architecture to support scalability and performance.	✓	
Ability to work effectively in a team environment, collaborating with other developers, designers, and stakeholders to ensure the successful delivery of software projects.	✓	
Commitment to continuous learning and improvement, staying up to date with industry trends and best practices. This includes gathering feedback, identifying areas for enhancement, and implementing improvements to meet evolving user and business needs.	✓	
Experience in testing software to ensure quality and performance. This includes writing and executing test cases, performing code reviews, and using testing tools to identify and fix bugs or issues.	✓	
Experience of working in a political environment		✓

Working Arrangements

- The post is not politically restricted.
- Enhanced / Basic DBS check with Barring List is required.
- Contractual base as detailed on contract, but you are able to work on a flexible basis in line with our Agile Working Policy [Agile working policy and summary \(oxfordshire.oak.com\)](https://www.oxfordshire.gov.uk/agile-working-policy).
- Able to travel across the county and work from various office locations within the county.

Health and Safety at Work



All employees have responsibilities for health and safety – both for themselves, colleagues and the people we work with.

The potential significant hazard(s) and risk(s) for this post are identified below (those ticked).

☐	Provision of personal care on a regular basis	☐	Driving HGV or LGV for work
☐	Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	☐	Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or a council vehicle for work purposes)
☐	Working at height/ using ladders on a regular/ repetitive basis	☐	Restricted postural change – prolonged sitting
☐	Lone working on a regular basis	☐	Restricted postural change – prolonged standing
☐	Night work	☐	Regular/repetitive bending/ squatting/ kneeling/crouching
☐	Rotating shift work	☐	Manual cleaning/ domestic duties
☐	Working on/ or near a road	☐	Regular work outdoors
☐	Significant use of computers (display screen equipment)	☐	Work with vulnerable children or vulnerable adults
☐	Undertaking repetitive tasks	☐	Working with challenging behaviours
☐	Continual telephone use (call centres)	☐	Regular work with skin irritants/ allergens
☐	Work requiring hearing protection (exposure to noise above action levels)	☐	Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
☐	Work requiring respirators or masks	☐	Work with vibrating tools/ machinery
☐	Work involving food handling	☐	Work with waste, refuse
☐	Potential exposure to blood or bodily fluids	☐	Face-to-face contact with members of the public
☐	Other (please specify):		