



Job Summary Overview

Job title	Senior Software Developer
Career family	Organisational Enablers
Professional pathway	Technology
Career family level	Advanced / Senior Officer (Tier 7)
Grade	14
Reports to	Delivery Manager (Platforms)
Financial responsibility	NA
Supervisory responsibility	Mentoring of Junior staff
Reference number	

Job Summary

A Senior Software Developer is responsible for designing, developing, and maintaining software applications that meet user and business needs. They write clean, efficient, and maintainable code, ensuring scalability and performance. They identify and solve complex problems, troubleshoot and debug issues, and collaborate closely with team members and stakeholders. They stay up to date with industry trends and best practices, play a key role in testing and quality assurance, and mentor junior developers. Their expertise is essential for creating robust, efficient, and scalable software solutions that drive business success.

Advanced Issue Resolution

- **Complex Troubleshooting:** Lead the troubleshooting and resolution of complex issues that arise in the software. This involves diagnosing intricate problems, identifying root causes, and implementing robust fixes to ensure the software remains reliable and functional.
- **Mentorship:** Provide guidance and mentorship to junior developers in diagnosing and resolving issues. Share best practices and techniques to enhance the team's problem-solving capabilities.

Continuous Improvement and Innovation

- **Strategic Enhancements:** Continuously improve the functionality and usability of the software by identifying strategic areas for enhancement. This includes gathering feedback from users, analysing performance metrics, and implementing innovative solutions to meet evolving user and business needs.
- **Technology Adoption:** Stay abreast of emerging technologies and industry trends. Evaluate and integrate new tools and technologies that can enhance the software's performance, scalability, and user experience.

System Integration



- **Integration Planning:** Plan and oversee the integration of the software with other systems and platforms. This involves understanding the requirements of external systems, designing integration solutions, and ensuring seamless data flow between systems.
- **API Development:** Develop and maintain APIs (Application Programming Interfaces) to facilitate communication and data exchange between the software and other systems. Ensure that APIs are secure, efficient, and well-documented.
- **Collaboration with External Teams:** Collaborate with external teams and stakeholders to ensure successful integration. This includes coordinating with third-party vendors, understanding their system requirements, and addressing any integration challenges that arise.

Leadership and Collaboration

- **Technical Leadership:** Provide technical leadership and direction to the development team. This includes setting coding standards, conducting code reviews, and ensuring that best practices are followed.
- **Cross-Functional Collaboration:** Work closely with cross-functional teams, including product managers, designers, and other developers, to ensure that the software meets user and business requirements. Foster a collaborative environment that encourages knowledge sharing and teamwork.

Performance and Scalability

- **Optimisation Strategies:** Develop and implement strategies to optimise the performance and scalability of the software. This includes identifying performance bottlenecks, optimising code, and ensuring that the software can handle increased loads and user demands.
- **Scalable Architecture:** Design and maintain a scalable software architecture that supports the growth of the business. Ensure that the architecture is flexible and can accommodate future enhancements and integrations.

Specific requirements	Essential <i>Mark with ✓</i>	Desirable <i>Mark with ✓</i>
Proficiency in multiple programming languages and frameworks, with the ability to write clean, efficient, and maintainable code.	✓	
Expertise in designing scalable and efficient software systems, including understanding system requirements and creating design specifications.	✓	
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.	✓	
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.	✓	
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.	✓	



Focus on optimizing the performance of software applications by identifying bottlenecks, optimizing code, and implementing best practices to ensure the software runs efficiently.	✓	
Ability to mentor and guide junior developers, providing support and sharing knowledge to help them grow and improve their skills.	✓	
Experience of working in a political environment		✓

Working Arrangements

- The post is not politically restricted.
- 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.oak.com/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):		