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| **Role title:** | Web Developer | **Responsible to:** | Development Manager |
| **Division:** | Digital and Change | **Department:** | Applications Delivery  |
| **Direct Reports and Level:** | No direct reports  | **Scope:** | Global |
| **Scale:** |  |
| **Regulated Function(s) Held:** | No |
| **Evaluation Level** | Implement 2 | **Role Family** | Group Corporate Functions  |

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| **Overall Role Purpose** |
| The purpose of the role is to work with key MPS stakeholders to develop quality website through design and build to provision and improve the effectiveness of MPS and the member experience.  |
| **Accountabilities (RACI)** | **Measures of Success/KPI’s** |
| **Operational Leadership*** Support the delivery of products that meet the quality level that supports the overall corporate strategy, meet the members expectations and support MPS business needs.
* Follow the software delivery lifecycle.
* Contribute to the development and delivery of the Digital and Change divisional strategy and the Applications Delivery departmental strategy to plan, cost and quality
* Support the Development team in producing; a quality, compliant, scalable application delivery capability
* To work alongside 3rd Party providers of development capability and capacity, protecting MPS interests at all times
* Support assigned projects/initiatives ensuring delivery of projects to time, cost and quality and that can demonstrate a return on investment
 | * Delivery of projects that meet the required standard of quality to plan
* Applications following Azure DevOps CI/CD pipelines
* Deliverables Vs plan
* Divisional Strategic priorities Vs plan
* Departmental Strategic priorities vs plan

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| **Financial*** Optimise costs within the development process with a mixture of tools and best practice
* Support Digital and Change leaders to set and deliver the budget ensuring an efficient and effective software delivery operating model which minimises cost and maximises financial sustainability.
* Ensure that all spend is managed within organisation policy
 | * Managing Azure resources within the development subscriptions
* Departmental operational budget Vs Plan
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| **Member*** Monitor and provide robust challenge of emerging risks and issues arising from business activities which fail to deliver appropriate and consistent outcomes for members or are likely to have a material adverse effect on the Group, its operation or financial security
* Provide support to the D&C division to ensure fair treatment and outcomes for colleagues and the organisation ensuring compliance with associated policies.
* Seek opportunities to continuously improve ways of working and contribute to team, department and divisional continuous improvement projects aimed to drive operational efficiency, deliver on KPIs, SLA’s, financial targets and great member experience and outcome.
 | * Reduction in the delivery lead time and reduced delivery costs
* Working across the team for shared success
* Net promoter score
* Member satisfaction survey results vs plan
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| **People**  * Take accountability for own CPD, training, competence, performance and engagement of self and colleagues, ensuring clarity on own accountabilities and comply with all law, governance, policy standards and processes.
* Develop colleague understanding of relevant processes and policies through on-going dialogue with colleagues and through periodic workshops.
* Maintain a strong culture of compliance across all relevant divisional and departmental processes, challenging if required to ensure processes are followed across the business
 | * Compliance with Training and Competence Schemes
* Delivery of Personal Development Plan to plan
* One to one / performance review meetings Vs Plan
* Stakeholder feedback
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| **Risk*** Minimise risk through the appropriate use of development disciplines in support of the delivery of new or amended software applications within the MPS software estate.
* The use of products to monitor code quality assurance and security risks
 | * Ongoing improvement in the quality of products released to the business (lowering of Production defects and/or member complaints)
* Implementing security validation tools to the development pipeline
* Pier to pier code reviews
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| **Responsibilities (RACI)** |
| * To develop system modifications that meet specific business needs arising from both new and changes to existing business processes
* To work with all parties across IT Operations and 3rd parties to assist the delivery of IT applications against a range of delivery models, including internally and externally developed solutions
* To engage with web developers both internal to the team and external to MPS to ensure that design principles and standards are being followed
* To act as the primary information source in their subject area to relay any challenges, opportunities or issues to the Software Development Manager
* Develop an in-depth knowledge of the MPS application portfolio, development tools, and development procedures
* Ensure software releases are visible and work with teams to progress through environments.
* Maintain knowledge of industry trends and technologies.
* Understand, design and document system interfaces where required
* Ensure that all developments are created with end user performance in mind and that secure development protocols are followed
* Resolve application issues across all environments during all development phases
* Review and analyse the effectiveness and efficiency of existing systems and develop strategies for improving or further leveraging these systems
* Produce and execute unit test plans
* Custom application development using .NET Core, .NET Framework, ASP.NET, WCF web services and other Microsoft compatible technologies and other open source frameworks
* Perform code reviews during pull requests
* Contribute to Azure DevOps CI/CD pipelines
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| **Key Governance Responsibilities** |
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| **Leadership Framework Competencies** | **Level** |
| Fresh Thinking | Leading Self |
| Building Capability in Self and Others | Leading Self |
| Influencing Others | Leading Self |
| Collaborating for Results | Leading Self |
| Leading Self and Others | Leading Self |
| Commercial and Risk Thinking  | Leading Self |

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|  | **Knowledge and Qualifications** | **Skills** | **Experience** |
| **Essential** | * Educated to a degree standard or equivalent business experience
* Strong knowledge of scripting (i.e. JavaScript, jQuery)
 | * Strong problem solving skills
* Strong written and verbal communication skills
* Excellent organisational and planning skills, with an ability to priorities key tasks and strong focus on delivering them
* Strong task estimating skills
* Ability to liaise effectively with all project team members and key business users throughout the full project lifecycle
* Performs well under pressure
* Proven experience of dealing with complex situations
 | * Experience in ASP.NET development, .NET Core, C# .Net language
* Service creation
* Experience of using Azure DevOps
* Experience of working within a variety of project delivery methodologies incl. agile and waterfall
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| **Desirable** | * SQL Server Enterprise. Knowledge of basic SQL querying through SQL Enterprise Manager
* Service & Object Orientation Architectures
 | * Presentation skills
* PowerShell
 | * Experience with TSQL
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