



## OUR PURPOSE

To be a collaborative, innovative and inclusive learning organisation that provides high quality education, training, workforce development, workforce data and technology for Scotland's health and social care workforce.



## OUR VISION

Supporting better rights-based quality care and outcomes for every person in Scotland through a skilled, capable and resilient health and social care workforce.

Application Engineer (Specialist Analyst)

NES Technology Service Directorate - Development

NHS Education for Scotland (NES)

2026

Location: Flexible Location  
Grade: Agenda for Change Band 7  
Salary: £50,861 - £59,159 per annum  
Job Status: Full Time, 37 hours per week  
Duration: Permanent

*NHS Education for Scotland is committed to creating a diverse and inclusive environment for all employees and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment regardless of age, disability, gender identity, marital status, race, faith or belief, sexual orientation, socioeconomic background, and whether you're pregnant or on family leave.*

# Candidate Brief

## About the Directorate

NHS Education for Scotland (NES) plays a critical role in supporting the health and care sector to have the right people, in the right place at the right time through education, training and workforce development. People are the lifeblood of the NHS and social care; NES is right at the heart of ensuring a future supply. We're also central to delivering digital solutions which enable improvement in service to Scottish citizens and support our workforce to deliver it. Our organisation is full of talented, committed, specialists across health and care disciplines, backed up by excellent support functions. We are highly collegiate, innovative and delivery focussed.

NHS Education for Scotland (NES) is the national health board with statutory responsibilities to effect sustainable change through workforce development, education and training across the health and social care system in Scotland, while working at UK level with partner organisations.

NES Technology Service (NTS) has created a strategic programme for the transformation of digital based services to allow NES to become a leading digital organisation in Scottish Health, digital by default and fully aligned with the Scottish Government's technology strategies

We are in the business of providing safe, secure and innovative technology products and services that aim to improve outcomes across education, training, workforce, health and care in the public sector in Scotland. Using modern cloud-based technology we deliver sustainable products and services for the future.

## About the Role

We are looking for an Application Engineer to join our small, but highly talented team to collaborate and problem-solve some of the most complex challenges in health and social care.

This senior role within NES Technology Service (NTS) will be critical to the delivery of Scotland's Digital Health and Care Strategy throughout the entire software development lifecycle of digital systems and services.

This Application Engineer (Specialist Analyst) post will be responsible for planning, executing, and supporting development on sets of related software within an agile delivery team using modern development technologies and processes.

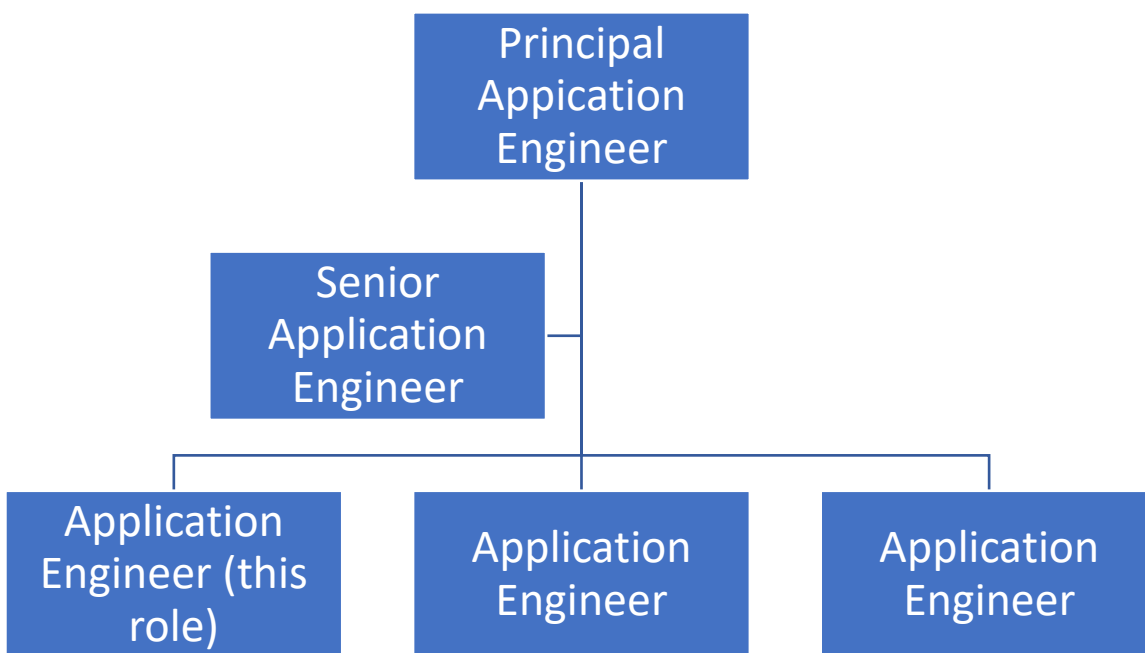
Product Development is a growing discipline within public service transformation and this role will be crucial in the ongoing delivery of high-quality software that contributes to strategic organisational objectives.

Working within the NES Technology Engineering team will give you the opportunity to define and drive innovation that will directly inform the development of digital services for health and care professionals, and the general public.

Key tasks will include but will not be limited to:

- Developing software to meet user needs
- Write clean, secure and well-tested code
- Operate the services you build and identify issues in production
- Follow best practice guidelines and help to improve those guidelines
- Coach and mentor more junior colleagues

## Team Structure



## Applying for the role

Complete the Assessment section of the online application form by referring to the Person Specification and NES Leadership Behaviours\*\* below.

- Complete Question 1 ('Why do you think you are suitable for this role?') by explaining how you meet the criteria in the Person Specification.
- Complete Question 2 ('Why do you want to work for the NHS?') by showing how your own values are aligned with each of the five NES Leadership Behaviours\*\*.

# Person Specification

## Essential Criteria

These attributes are required for the role. Applicants who do not demonstrate the essential requirements in their application will normally not be considered.

## Desirable Criteria

These attributes would be useful for the role. When shortlisting candidates, these criteria will be considered when more than one applicant meets the essential criteria.

Factor	Essential	Desirable
<b>Education and professional qualifications</b>		<ul style="list-style-type: none"><li>• Honours Degree level qualification with related in-depth experience or</li><li>• SCQF Level 10 equivalence obtained via Professional Development Awards; Graduate or Professional Apprenticeships; and SVQs</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Experience using agreed specifications to design, code, test and document programs or scripts of medium-to-high complexity, using the right standards and tools</li><li>• Experience designing systems characterised by managed levels of risk, manageable business and technical complexity, and meaningful impact</li><li>• Experience identifying and applying appropriate system design patterns</li><li>• Experience translating logical designs into detailed physical designs and effectively document all work using required standards, methods and tools.</li><li>• Experienced in fixing service faults and carry out maintenance tasks on service infrastructure</li><li>• Experienced in applying modern development standards and supporting others to do so.</li><li>• Experienced in designing solutions and services with security controls</li></ul>	<ul style="list-style-type: none"><li>• Experienced in Agile methodologies</li><li>• Experience of continuous deployment and integration processes</li><li>• Experience using Cloud architecture and services to deliver technology solutions</li><li>• Experience of delivering presentations to large audiences on a local and/or national basis to enhance engagement and collaboration</li><li>• Experience of working within a Health, Social Care or educational environment</li><li>• Experience of working flexibly in complex/sensitive environments where the parameters of the job are not necessarily clearly defined</li><li>• Expertise in accessing, analysing and presenting a wide range of complex</li></ul>

Factor	Essential	Desirable
	<p>included, specifically engineered to mitigate security threats</p> <ul style="list-style-type: none"> <li>• Experienced in building and testing simple interfaces between systems and working on more complex integration as part of a wider team</li> <li>• Experienced in developing process efficiency and the common ways in which processes are optimised</li> <li>• Experienced in supporting improvements in development processes and able to identify obvious deficiencies in process</li> <li>• Experienced in collaborating with user researchers and represent users internally and champion user research to focus on all users</li> <li>• Experienced in prioritising and defining approaches to understand user stories, guiding others in doing so.</li> <li>• Experienced in establishing design patterns and iterating them</li> <li>• Experienced in managing service components to ensure they meet business needs and key performance indicators (KPIs)</li> <li>• Experience of working both independently and as part of a team, whilst balancing a range of competing priorities</li> <li>• Experience of leading team meetings, webinars, events and/or conferences online</li> <li>• Track record of working within project management environments, planning and organising a variety of tasks, including involvement in multiple projects and programmes of work</li> <li>• Experience communicating complex, confidential and often sensitive information with a range of staff across the organisation and with external stakeholders (both verbally and in writing)</li> <li>• Ability to work with minimal supervision; to plan and prioritise own workloads, and that of your team; and to meet deadlines</li> <li>• Flexible approach to learning and problem solving</li> </ul>	<p>information to a range of audiences</p>

Factor	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Commitment to own personal and professional development, and that of your team</li> </ul>	
<b>Specific skills, knowledge, and training</b>	<ul style="list-style-type: none"> <li>• Experienced in the Microsoft .NET Framework and web development, including C#, HTML, JavaScript and ASP.NET MVC, using Visual Studio IDE</li> <li>• Experience of designing and working with complex relational databases in Microsoft SQL Server</li> <li>• Experience of source control management systems and tools such as Git</li> <li>• Experienced in unit testing frameworks such as NUnit or Visual Studio Test</li> <li>• Ability to manage internal and external stakeholders across different levels of seniority</li> <li>• Ability to respond to confidential and sensitive situations with confidence and discretion, utilising tact, diplomacy, and persuasion skills when necessary</li> <li>• Ability to collate and produce reports and statistical information</li> <li>• Line management skills and experience including coaching and/or mentoring of team members</li> <li>• Proven expertise in using Microsoft 365, in particular Teams, Word, Excel, PowerPoint and SharePoint</li> <li>• Ability to meet the travel requirements of the post</li> <li>• Values driven approach to practice, aligned with core NHS &amp; NES values**</li> </ul>	<ul style="list-style-type: none"> <li>• Familiarity with continuous integration &amp; deployment, and agile delivery tools such as Azure DevOps</li> <li>• Experience using Azure Cloud to deliver scalable software solutions</li> <li>• Sound understanding of the application of GDPR to the storage and use of personal information and data privacy</li> <li>• Knowledge and understanding of the wider combined health and social care system (including the third and independent sector) along with a sound grasp of the Scottish policy context/sector</li> </ul>

# NES Leadership Behaviours\*\*

The five NES Leadership Behaviours describe how we work at NES, and how we want colleagues to behave, whatever their role:

## Inspiring

- Passionate about our purpose and about excellence
- Communicating with enthusiasm
- Innovative and learning from success as well as setbacks

## Empowering

- Giving our colleagues space and authority to deliver outcomes
- Investing in learning and development
- Being approachable and open to constructive challenge

## Adaptive

- Responding flexibly to changing requirements and helping others to do the same
- Recognising that required expertise may not always sit at the top of the hierarchy
- Actively encourage innovative ideas/input from all levels

## Collaborative

- Committed to working together and across professional, clinical, and organisational boundaries internally and externally to achieve our objectives
- Sharing knowledge and skill for the benefit of the organisation as a whole
- Seeking feedback from colleagues to ensure quality

## Engaged and Engaging

- Committed to our values, agreed ways of working and our strategic and operational direction
- Visible to our stakeholders and to our teams
- Straightforward and honest in our communications