

eHealth Job Pack

NHS GREATER GLASGOW AND CLYDE

Graduate Apprentice Software Developer



Post: Graduate Apprentice Software Developer
Tenure: Permanent (upon completion of pre-requisites)
Directorate: eHealth
Grade: Agenda for Change Band 6 (Pro Rata)
Salary: £37,831 - £46,100 (Fully Qualified)

Salary During Apprenticeship:

Year 1: 60% of the top of a Band 6 pay scale = £27,660
Year 2: 65% of the top of a Band 6 pay scale = £29,965
Year 3: 70% of the top of a Band 6 pay scale = £32,270
Year 4: 75% of the top of a Band 6 pay scale = £34,575

Hours: Full time 37.5 hours per week
Location: 1, Smithhills Street, Paisley, PA1 1EB
Closing Date: 28th July 2023

Job Overview / Advertisement

An exciting opportunity is available to join NHS Greater Glasgow and Clyde as a Graduate Apprentice Software Developer. This is a great opportunity for anyone with an interest in progressing a career in software development and is open to everyone who meets the entry qualifications.

In this scheme you will work as part of one of the biggest Digital Teams in the country and from day one you will be an active team member working as part of a cross-functional team using the latest tools and agile techniques to solve complex problems at scale.

You'll be involved in developing, delivering and supporting applications from start to finish and as part of our experienced, award-winning, team, you will be fully supported and mentored to grow into your new career and associated degree study.

As part of your career development with NHS Greater Glasgow and Clyde, you will study for a work-based university degree at Glasgow Caledonian University over a period of 4 years and on completion you will be awarded a BSc Hons degree in Software Development for Business.

Commencing in September 2023 the combination of work-based experience and your course work will give you the software engineering skills required to become an integral part of our team.

If you are interested in this opportunity, then we would be delighted to receive your application.

If you want to clarify any of the entry requirements or need more information, please contact Andrew Hardy at Andrew.Hardy2@ggc.scot.nhs.uk

Welcome from Denise Brown, Interim Director of eHealth

Thank you for expressing an interest in our Graduate Apprenticeship programme for Software Development. NHS Greater Glasgow and Clyde (NHSGGC) has the largest eHealth department in NHS Scotland and is at the forefront of digital transformation across the Health Service in Scotland. This role is an exceptional development opportunity for a self motivated individual to join a highly motivated team whose role it is to support clinical and other staff to deliver the best possible care. NHS Greater Glasgow and Clyde is a Board which values and develops its people and joining our team provides many potential opportunities to grow and develop your career.



About NHS Greater Glasgow and Clyde Health Board

NHSGGC is the largest healthcare provider in Scotland, serving a population of approximately 1.3m, through the provision of a comprehensive range of Acute, Mental Health and Community Care services. The Board also provides cross-border and Regional services.

About the Directorate

The eHealth Directorate has 1,640 staff of which 17 work in Development and Informatics department. The Directorate has a revenue budget of approximately £70m (including annual Scottish Government funding), an annual capital budget of circa £7m and other non-recurring budget of approximately £13m.

The eHealth Directorate comprises of the following departments:

- **Operations** – responsible for the overall IT and Telecommunication service delivery to NHSGGC including the delivery of the underpinning technical infrastructure and applications to support the health and corporate directorates across NHSGGC to agreed KPI's and SLA's. In addition, Information security and compliance.
- **Strategy and Programmes** - responsible for the development of the medium to long term eHealth Strategy and the delivery of a large number of highly complex programmes and projects including significant service reconfiguration and System development.
- **Innovations** – responsible for development and delivery of eHealth enabled Innovation Programmes, linking with Innovators such as clinicians, R&D, industry and SME's within NHSGGC, West of Scotland, and the broader Innovation community.
- **Information Management** – responsible for the collection and analysis of information, information governance and delivery of knowledge management

services. This service comprises Knowledge Services (Libraries), Clinical Coding and Business Intelligence.

- **Health Records** - delivery of Health Records services across NHSGGC, including provision of outpatient clinics and ward clerk services
- **Business and Resource Management** – responsible for financial management, procurement & contract management, audit, risk management, Programme Management Office (PMO), Information Governance, FOI responses and overarching aspects of staff governance and organisational development, Health & Safety, general Directorate wide governance and facilities management activities.

The Directorate is fortunate to have in place strong governance structures to enable us to manage and effect change at pace and scale. The success of the Directorate is down to the way that teams work flexibly to deliver the support that’s required. A key element of the progress that we’ve been able to also down to the strong clinical leadership roles which are now embedded within the Directorate structure. Our clinical colleagues are aligned to key programmes and operate as a clinical reference group too.

Additionally, we place a big emphasis on staff development and retention and attracting new talent and we do this through a mature performance development framework, robust workforce and succession planning and role-based training which is pivotal overall.

Digital Strategy and other Transformation Programmes

NHSGGC has an ambitious 2023-2028 Digital Strategy ([LINK](#)) which sets out all of the strategic themes and programmes. Software Development and Informatics is pivotal to supporting the delivery of transformational change and some examples of the key programmes of work the Development and Informatics department is involved in is set out below.

Programme	Description
Cancer MDT Programme	This programme of work is creating workplace software to support Cancer Multi-Disciplinary Team meetings. Patient referrals from GP’s and consultants are discussed among an expert team and the software uses the MS Azure and MS Power Platform tools to give the team rapid access to information.
Cancer TSUM	Patient Treatment Summaries (TSUM) are an essential guide for patients and GP’s for on-going care once treatment has come to an end. This technology uses .NET core and Azure SaaS to generate the desired outputs.
Stroke Assessment	When a patient presents to the Emergency Department with a suspected stroke it’s essential that key data is recorded quickly and accurately. Using mobile devices in the ED department the stroke assessment team can rapidly record and share data using the Stroke App. This technology uses Azure and .NET core technology

The Graduate Apprenticeship Programme

What is a Graduate Apprenticeship?

Graduate Apprenticeships provide a way into degree-level study for individuals who are currently employed, or who want to go straight into work.

To apply for a Graduate Apprenticeship BSc Hons in Software Development for Business, the requirements are as follows:

- 4 Highers at Grade B, 3 of which must include Maths, English at SCQF 6 **and** a Computing / IT / Science / Finance/ Technical Subject.

If you have completed a Foundation Apprenticeship, this will take the place of one SQA Higher qualifications for the Universities standard entry requirements and will be treated as equivalent to a B grade at Higher.

All candidates must have a solid demonstrable interest in technology, good communication skills, a commitment to a 4-year development programme and demonstrate motivated and enthusiastic behaviour coupled with a desire to learn and achieve.

The job description is enclosed as **Appendix 1** and reflects the qualification and experience you will have gained after your four years of study and work experience in the department. The person specification for the Graduate Apprenticeship is enclosed as **Appendix 2**.

What the recruitment and selection processes?

Apprenticeship places are limited so competitive interviews will be held to select the most focussed and willing candidates. Once selected, there will be a round of due diligence checks to ensure that candidates can evidence the minimum criteria needed for the role.

When do I start?

Once pre-employment checks have been completed an NHS start date will be agreed with the candidate that is usually at least 1 month before the start date for

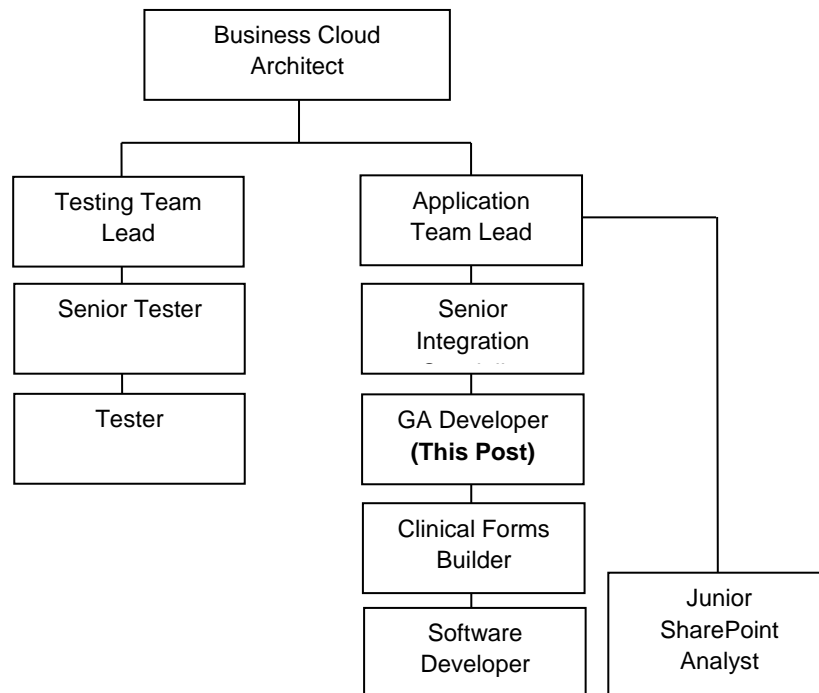
your University course studies. This will give you an opportunity to get know the team and the department and generally settle in.

Who and what will I be working with?

Within the eHealth Development and Informatics department you will be working with a multi-award-winning team of software engineers, integration specialists, programme managers, software testers and more.

You will be working with the most up-to-date industry software tools and cloud-based technology platforms, creating high quality software solutions to help the NHS deliver its strategic objectives.

The current structure of the department is reflected in the diagram below and in the job description:



Where and when will I be working?

We have a Hybrid Working policy in place where your working week will be split between:

- The eHealth offices at 1, Smithhills Street, Paisley, PA1 1EB,
- Caledonian University Campus, Cowcaddens Rd, Glasgow G4 0BA
- And working from home.

There may also be a requirement to work from any of our hospital and community sites depending on the project you'll be working on.

The working pattern is Monday – Friday from 09:00 to 17:00 with a 37.5 hour working week.

Between September and December, you will attend University for a total of 1 day per week over 12 weeks and between January and April another 12 days over the 12-week period.

At University you will also have a summer project to complete which is mainly completed via a combination of remote teaching, seminars and tutorials. In the first 2 years there are two modules that require teaching over the summer months in order for the University to deliver the Programme at the same pace as full-time study.

What happens when I start the Graduate Apprenticeship Programme?

Your university studies last 4 years starting from the September of your year of entry. The August before your University studies start you will start work with NHS Greater Glasgow & Clyde and be issued with an NHS identity badge, building entry passes and an NHS network username and password. You will also be issued with a high specification development laptop.

In the first month you need to complete NHS induction and complete our Statutory and Mandatory training modules that are needed to be a permanent NHS member of staff. The modules you need to take are listed below:

CATEGORY	COURSE NAME
Statutory / Mandatory	GGC: 001 Fire Safety
Statutory / Mandatory	GGC: 002 Health and Safety, An Introduction
Statutory / Mandatory	GGC: 003 Reducing Risks of Violence & Aggression
Statutory / Mandatory	GGC: 004 Equality and Human Rights
Statutory / Mandatory	GGC: 005 Manual Handling Theory
Statutory / Mandatory	GGC: 006 Public Protection (Adult & Child)
Statutory / Mandatory	GGC: 007 Standard Infection Control Precautions
Statutory / Mandatory	GGC: 008 Security and Threat
Statutory / Mandatory	GGC: 009 Safe Information Handling

After induction and together with you mentor and line manager we will give you access to all the information and tools you'll need to start developing your skills and start your journey and new career.

In addition to the NHS induction, you will also have a University induction in September where apprentices will attend the Induction Week to ensure they see themselves as members of the GCU student community and to ensure that they are aware of the University environment.

Will I be working to a Job Description?

You will be working to the Job Description described in **Appendix 1**. This is the job description used to recruit fully qualified candidates. After your four year degree course you will be fully qualified and have been working on projects and programmes to provide you with skills and knowledge described in the Job Description.

What skills will I learn and what will I be doing?

You will be working and learning alongside people with a wide range of experience from new graduates to senior technical professionals with global experience in technology and software engineering.

A high-level course curriculum for your university studies can be found in **Appendix 3**

In your first period of work, you will have the opportunity to familiarise yourself with our software and get to know the team. The nature of our work and our team means that this role will involve exposure to very latest Microsoft technologies such as: MS Azure, C# Programming, DevOps and more, this would be in addition to the foundation languages taught on your course.

You will also learn how to use our different tools and industry processes with the guidance and support of the team and after you get to know the team and software, you will be given the opportunity to work on small features which will go live for use throughout the organisation.

Within the team, everybody has their code and work reviewed by another team member and as part of your learning, you will have the opportunity to both review other people's work and get supportive feedback on your own tasks.

As your knowledge and skills increase, you will have the opportunity to work on increasingly larger tasks with more challenging aspects and be given exposure of other areas of the business that will target your development on what you enjoy most and what suits you best.

What are the most important skills required for the post?

Graduate Apprenticeship BSc Hons Software Development for Business at Glasgow Caledonian University entry requirements:

4 Highers at Grade B, 3 of which must include Maths, English at SCQF 6 and a Computing / IT / Science / Finance / Technical Subject.

All candidates will need to demonstrate:

- An Interest in Technology
- Good communication skills
- Commitment to a 4-year development programme
- Motivated and enthusiastic behaviour
- A desire to learn and achieve

Terms and Conditions of Employment

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Hours: Full time 37.5 hours per week/

*The NHS Pay scale changes annually.

It is important to note that progression through each year of training is not automatic. Apprentices are required to meet the requirements for academic progression and skills acquisition at each stage before moving onto the next year

Annual Leave

The annual leave entitlement in a full year commencing 1st April to 31st March is 27 days (202.5 hours), rising to 29 days (217.5 hours) after 5 years' service and 33 (247.5 hours) days after 10 years' service.

There are 8 (60 hours) Statutory and Public Holidays in each leave year (pro rata where applicable).

Please note that apprentices are full time NHSGGC employees who attend college during the academic year therefore whilst attending college it is expected that apprentices take their annual leave allocation during the college Easter and Christmas break and be available to work during the college summer holidays.

Superannuation Pension Scheme

If appointed you will be automatically enrolled in the NHS Superannuation Scheme however on appointment you can choose to opt out of the scheme. Employee's contributions to the NHS Scheme are tiered based on your earnings and the employer's contribution equates to 13.5 % of salary. Employees in the NHS Scheme are "Contracted-out" of the State Earnings Related Pension Scheme and pay a lower rate of National Insurance contributions. You can find out more at www.sppa.gov.uk

Right to Work in the UK

We are required to check the entitlement to work in the UK of all prospective employees, regardless of nationality or job category. Candidates appointed to a post will be required provide appropriate documentation verifying right to work in the UK prior to any commencing employment

Healthcare Support Workers

You will be expected to comply with and complete the NHS Scotland Mandatory Induction Standards and Code of Conduct for Healthcare Support Workers in the first few months of starting in post.

As part of the Induction Process, you will be required to achieve Mandatory Induction Standards and Code of Conduct for Health Care Support Workers and these standards will be met through on the job induction programmes within NHS Greater Glasgow and Clyde that are core in supporting new staff.

Smoke Free Policy

NHS Greater Glasgow and Clyde operates a NO SMOKING Policy on all premises and grounds for staff and visitors.

Pre employment Checks

All offers of employment will be subject to the receipt of satisfactory References, Occupational Health Screening, Criminal Records Check (Disclosure Scotland) where applicable, Eligibility to Work in the United Kingdom and Verification of Qualifications.

Car parking and travel to NHSGGC Sites

Like other NHS Boards across the country, demand for car parking on our hospital sites far outweighs availability. As a result, access to on-site parking is extremely limited and you will therefore need to find alternative ways of travelling to work if you are selected for the post.

Staff are entitled to apply for the following benefits on appointment:

- Interest free loan to purchase a Zonecard which is a flexible season ticket for unlimited travel by rail, subway and some bus and ferry services
- Clyde to Work Scheme for staff to purchase a bicycle and any equipment needed and then repay those costs through their salary

Information on travel alternatives and travel loans can be found by visiting www.nhsggc.org.uk and select Transport and Parking on the home page

Learning and education

NHSGGC has an on-going commitment to learning and development through competency based training and individual personal development plans informed by the Knowledge and Skills Framework (summary guidance can be accessed via www.nhsggc.org.uk go to Career and Jobs, click Agenda for Change and select Knowledge and Skills Framework).

For more information about the benefits and discounts available to NHS Greater Glasgow and Clyde staff, visit www.nhsstaffbenefits.co.uk and www.nhsdiscounts.com

Appendix 1 - Job Description

• JOB IDENTIFICATION

Job Title: eHealth Senior Developer

Responsible to: Applications Architecture Team Lead

Department: Strategy & Programmes

Directorate: eHealth

You will work to the standard eHealth Senior Developer Job Description with the expectation that you will be supported and trained to carry out all the duties and responsibilities outlined. You would not be expected to perform at this level on appointment.

2. JOB PURPOSE

The development team are responsible for the creation and support of local, regional and national systems.

The post holder will provide advice, guidance and mentoring support to team members and others contributing to the objectives of the department and organisation as a whole.

The postholder will also contribute to the design and development of the IT systems cloud-based infrastructure that supports the delivery of software applications.

The postholder will contribute to the development and documentation of processes, policies and procedures which facilitate the delivery of application support.

The post holder will participate and be active in all applications support, development, and implementation and project roles.

3. ROLE OF DEPARTMENT

The overall aim of the eHealth Directorate is to deliver and maintain a comprehensive integrated information, technology and record management strategy in order to ensure that the right information is provided in the right place at the right time, to support highest possible levels of diagnosis, treatment and care of patients and clients, to support continuous improvement of the health of the populations we serve and to achieve more effective integration between Health and the care services of our Local Authority partners.

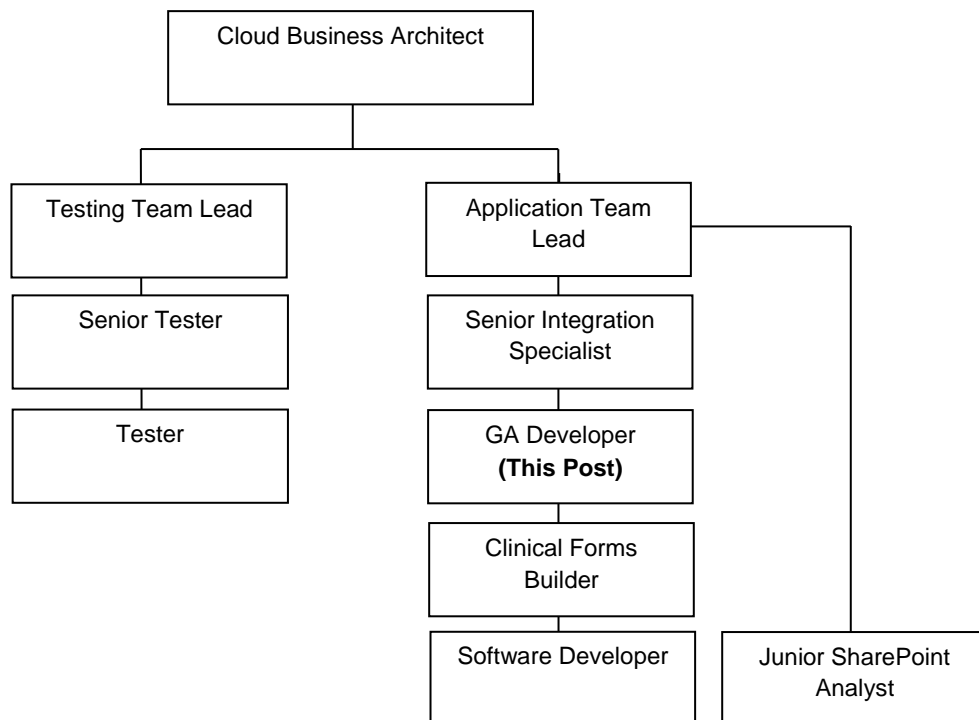
This includes patients' case notes and other information for clinicians working in the community and primary care, in outpatient clinics, on the point of admission for inpatients/day cases and for review after discharge: it includes developing and supporting electronic information systems for clinical and management use: and it includes collection and analysis of data required by the Scottish Government Health Department, for local monitoring of activity or performance, and for surveillance and protection of the health of our populations.

The eHealth Directorate has approximately 1,642 staff, a revenue budget of approximately £70.7m (incl annual Scottish Government ring fenced funding), annual capital budget ranging between £7-8m and non-recurring eHealth budget of approximately £13.2m.

The eHealth Directorate comprises the following departments:

- **Operations** – responsible for the overall IT and Telecommunication service delivery to NHSGGC including the delivery of the underpinning technical infrastructure and applications to support the health and corporate directorates across NHSGGC to agreed KPI's and SLA's. In addition, Information security and compliance.
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- **Health Records** – delivery of Health Records services across NHSGGC, including provision of outpatient clinics and ward clerk services
- **Business and Resource Management** – responsible for financial management, procurement & contract management, audit, risk management, Programme Management Office (PMO), Information Governance, FOI responses and overarching aspects of staff governance and organisational development, Health & Safety, general Directorate wide governance and facilities management activities.

4. ORGANISATIONAL POSITION



5. SCOPE AND RANGE

The post holder will supervise 2- 3 staff members, allocating work on a day to day basis.

Manages development priorities in line with NHS Scotland, NHSGGC and regional requirements.

Provides an application planning, development and support service to primary care, secondary care and local authorities (where information needs to be shared). This often requires very complex work flows to be analysed.

Provides solutions via an iterative development process, based upon Agile principles and Microsoft DevOps, in respect to development of applications, which support both clinical and business workflow. Daily interaction with project managers and clinicians. Also interaction with specialist suppliers at a technical level.

Developments require the post holder to understand complex working practices across a wide range of medical/clinical professions and translate them into technical solutions that improve the flow of information to support the healthcare practitioner, the patient and staff within our partner agencies. These systems directly impact the care provided to patients.

Provides a development and implementation service for new third-party applications which enhance the deliverables of the NHSGGC Cornerstone Applications (e.g. TrakCare, EMISweb, Orion Portal etc).

Provides expert knowledge to clinical and administrative staff with respect to the development of requirement specifications, offering advice and guidance on development direction and available options.

Provides a business analysis function, determining the requirements, which will support and facilitate service re-design within NHSGGC, Primary Care and Acute Services.

Development / redevelopment of major Cornerstone Applications where it relates to internally configurable aspects, such as (but not restricted to) Orion Clinical Forms and Pathways and EMIS Forms as well as maintenance of legacy .Net applications and any other technologies that are required. Extensive liaison with business analysts & project managers, clinicians and service leads from the wider organisation will be required.

Development and implementation of complex messaging algorithms and routines facilitating the dynamic integration of strategic clinical systems.

6. MAIN TASKS, DUTIES AND RESPONSIBILITIES

This position is exposed to patient confidential information as part of his/her day to day job. She/he is obliged to comply with data protection act and Caldicott principles when handling this highly sensitive and confidential information

Development (60%)

To ensure on a regular basis through departmental communication that NHS Scotland, NHSGGC and local requirements are prioritised and addressed.

To ensure through communication with senior managers, clinical staff and colleagues that any development carried out is in line with not only with the business requirements of the Directorate but also in line with the overarching requirements of the NHS Glasgow & Clyde ICT Strategy.

To ensure that information requirements, which support the implementation of the application systems, are verified, gathered, processed and distributed. The post holder must have strong business analysis skills.

To develop a robust and appropriate communication plan for all stakeholders, ensuring ownership and maximum benefit is realised.

To ensure that the database aspects of developments are in line with current industry and NHS

Scotland standards.

To ensure that processes, in relation to both workflow and communication, are in place to support the implementation of the systems.

This position requires very strong communications skills and an ability to communicate well at all levels of the organisation involved in a development.

To contribute to the development and testing of complex messaging algorithms and procedures which support the dynamic integration of strategic software applications.

Systems Analysis (25%)

To ensure through communication and interface with senior clinicians, business managers, project managers and end users that end to end care pathways are developed in detail, which facilitates the delivery of suitable software applications.

Ensure that this information is accurately updated and is effectively communicated to the key groups/Project Team as required.

Analyse and interpret complex information in support of business requirement (design criteria, underlying patient care, business processes, etc)

To ensure specification of requirements fulfils the business need.

Testing (10%)

To use modern methods such as Microsoft DevOps to test and defect track and for modelling solutions to provide good coverage from unit to system level and to verify fixes.

To demonstrate a solid understanding of automated processes and tools, excellent analytical and test design skills and will have a sound appreciation of the product dev process.

Responsibilities are to include creating detailed test scripts from functional specifications, requirements documents and or technical design documents to company and industry standards, identify test data and conditions, review technical documentation and requirements analysis, design and run automated test scripts using the companies automated tool and to design and run manual test scripts.

Troubleshoot (5%)

To provide a troubleshooting service, identifying underlying issues and resolving them.

7a & 7b. EQUIPMENT & MACHINERY AND SYSTEMS

The post holder will develop and support within wide range of technical environments:

- Linux / Unix Servers
- SQL Servers – local and Azure hosted
- Web Servers
- Desktop/Laptop/Tablet PC's
- Hand held devices
- Integration engines especially Ensemble

The post holder would develop with the following programming languages:

- C#
- SQL
- Microsoft.NET
- JavaScript
- ASP.NET
- Visual Basic
- W3C languages inc HTML, XML etc
- JSON
- PowerShell – scripting languages

The postholder will need extensive knowledge of the following Microsoft platforms:

- Microsoft Office 365 including MS Teams, Outlook, Excel, Power Point, Visio, Word and Access.
- Microsoft Office Power Platform including, PowerApps, PowerAutomate
- Azure cloud based technologies
- Microsoft DevOps

UML Modelling Tools

The post holder will also require an in depth understanding of the NHSGGC infrastructure to ensure developments are carried out in line with architecture.

The post holder would develop and support complex database structures including both Oracle and SQL databases, the development would include all aspects of data modelling and schema design. The post holder has the ability to both analyse the data within the complex structure and develop/redevelop as required.

The post holder would be expected to investigate system failures, identify and document solutions and implement policies and procedures to address their reoccurrence.

The post holder would make extensive use of messaging technologies which support the sharing of information both intra and inter organisation.

8. DECISIONS AND JUDGEMENTS

The post holder is expected to anticipate problems and to resolve them.

The post holder will plan and supervise the workload and deliverables of the development staff within the department.

The post holder will have the discretion to identify solutions to both technical and process issues.

The post holder requires skills in developing relationships and it is particularly important to work closely with other development staff, other IT staff, clinicians, business managers and project managers.

The post holder will have their Objectives set by the Team Lead, but will be expected to deliver these with minimal direction and supervision.

9. COMMUNICATIONS AND RELATIONSHIPS

The post holder is required to communicate with:

Other eHealth Department Professionals ensuring models of service delivery are achieved, negotiating the release of resources to perform areas of work, managed by this post holder. When required, will negotiate with eHealth Key System and Services suppliers ensuring their compliance with the service delivery needs of the Directorate.

The Directorates Business and Project Managers, both advising and negotiating the use of new and emerging technologies.

Third party software vendors, negotiating changes to software and highlighting discrepancies within the product.

Other NHSGGC clinical, managerial and IT staff, with particular emphasis on delivery of Clinical Portal Technologies.

Clinical leads within the emerging Managed Clinical Networks, Heart, and Diabetes etc.

Regional and national development groups and boards.

10. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

The post holder is expected to deliver in line with Project Plans. Unforeseen events can have an adverse effect on how time and resources are managed. As with any non-scheduled support environment, user expectation is of quick fix, which means post holder will need to react appropriately to the situation.

Intensive concentration when developing and testing software.

Occasional requirement to carry equipment to sites.

The systems that are supported are key clinical systems and require quick fixes when problems occur which can be a high pressure situation.

The post holder will have above average keyboard skills and the ability to drive is desirable (as role requires inter board site travel as well as some external Board Travel).

11. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Ensuring that the most appropriate solution to any given problem is offered and not only understanding the business need but also understanding the people who carry out the business, be they Clinicians, Managers or administration staff. The challenge is heightened by the introduction of new technologies.

12. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

The post holder will have significant demonstrable practical experience in the specification, development and implementation of applications.

A theoretical knowledge of network architecture gained through past implementations of product sets.

Both theoretical and practical experience of database structures gained through achieving a relevant diploma or degree and/or previous practical workplace experience.

Appendix 2 - Person Specification

Job Title: GA eHealth Software Developer

Department: eHealth Strategy and Programmes

Service: eHealth Development

Criteria	Essential	Desirable
<p>Qualifications & Training</p> <p>4 Highers at Grade B, 3 of which must include: Maths, English at SCQF 6 and a Computing / IT / Science / Finance or another Technical Subject.</p>	Yes	
<p>Knowledge, Skills & Abilities</p> <ul style="list-style-type: none"> • Literacy and numeracy skills • Good keyboard and IT skills • Experience of using Office packages (MS Excel, MS Word, MS Access). • Demonstrates Good communication and Interpersonal skills. • Demonstrates the Ability to understand and follow procedures and policies. • Demonstrates the ability to be an Effective team worker. • Ability to work accurately, paying attention to detail while working to deadlines. • Manual dexterity (relevant to duties) • Awareness of importance of confidentiality 	Yes Yes Yes Yes Yes Yes Yes Yes	Yes
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Demonstrates a caring outlook. • Commitment to training & development • Enthusiasm –Demonstrates a genuine interest in and enthusiasm for software development. • Willingness to have a 'hands-on' approach to work allocated. • Demonstrates the ability to carry out duties in 	Yes Yes Yes Yes	

<p>a safe manner as instructed / trained.</p> <ul style="list-style-type: none"> • Demonstrates the ability to use initiative. • Demonstrates the ability to communicate well with colleagues and other service users within the workplace • Demonstrates understanding of the service need to have flexible approach to work. 	<p>Yes Yes Yes Yes</p>	
<p>Other</p> <ul style="list-style-type: none"> • The post holder is expected at all times to practice competencies that demonstrate insight, understanding and respect of patients and work colleagues. 	<p>Yes</p>	

Appendix 3 – Course Curriculum

BSc (Hons) IT: Software Development for Business

Year 1 - Certificate	Year 2 - Diploma	Year 3 - Degree	Year 4 - Honours
Programming 1	Programming 2	Application Architecture & Design Patterns	Machine Learning and Data Analytics
Mathematics for Computing	Object Orientated Analysis and Design	DevOps	Secure Software Development
Fundamentals of Computer Systems	Data Structures and Algorithms	Advanced Programming	Cloud Platform Development
Database Development	Database Development	Research Skill and Professional Issues	Web Platform Development 2 (Elective)
Fundamentals of Network and Cloud Computing	Human Computer Interaction	IT Project Management	Mobile Platform Development (Elective)
Fundamentals of Software Engineering	Integrated Project 2	Integrated Project 3	Honours Project
Integrated Project 1			

Software Development for Business

YEAR	RELATED MODULES	TRIMESTER	CREDITS
YEAR 1	Programming 1	A	20
	Fundamentals of Computer Systems	A	10
	Mathematics for Computing	AB	20
	Fundamentals of Network and Cloud Computing	B	10
	Database Development	B	20
	Fundamentals of Software Engineering	C	20
	Integrated Project 1	C	20
YEAR 2	Object Orientated Analysis and Design	A	20
	Programming 2	A	20
	Web Application Development 1	B	20
	Data Structures and Algorithms	B	20
	Human Computer Interaction	C	20
	Integrated Project 2	C	20
YEAR 3	DevOps	A	20
	Applications Architecture and Design Patterns	A	20
	Advanced Programming	B	20
	Research Skills and Professional Issues	B	20
	IT Project Management 1	C	20
	Integrated Project 3	C	20
YEAR 4	Big Data	A	20
	Secure Software Development	A	20
	Cloud Platform Development	B	20
	Mobile Platform Development (option)	B	20
	Web Application Development 2 (option)	B	20
	Honours Project	ABC	40

Useful Links and Information

- NHSGGC Digital on Demand Strategy 2023 - 2028
<https://www.nhsggc.scot/staff-recruitment/staff-resources/ehealth/digital-strategy/> & Video <https://youtu.be/tUNDKYsYfE4>
- NHSGGC Twitter - <https://twitter.com/nhsggc>

Key Strategic Drivers

- National Digital Health & Care Strategy -
<https://www.gov.scot/publications/scotlands-digital-health-care-strategy/pages/1/>
- National Workforce Strategy for Health and Social Care in Scotland -
<https://www.gov.scot/publications/national-workforce-strategy-health-social-care/>
- Fairer Scotland Duty - <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>
- Meeting the Requirements of Equality Legislation (2020-24) -
<https://www.nhsggc.org.uk/media/260193/eih-a-fairer-nhs-accessible.pdf>
- NHSGGC Stakeholder Communications and Engagement Strategy (2020-23) -
https://www.nhsggc.org.uk/media/264466/comms_engagement_strategy.pdf
- NHSGGC Healthcare Quality Strategy 2019/2023 -
https://www.nhsggc.org.uk/media/253754/190219-the-pursuit-of-healthcare-excellence-paper_low-res.pdf
- Scotland's Digital Health and Care Data Strategy (in development) -
<https://www.gov.scot/groups/digital-health-and-care-data-strategy-working-group/>
- NHSGGC Moving Forward Together (MTF) programme -
<https://www.movingforwardtogetherggc.org/>
- NHSGGC "Growing Our Great Community" Workforce Plan 2022-25 -
<https://www.nhsggc.scot/downloads/workforce-plan-2022-2025/>

Other Useful Links

- [Glasgow Caledonian University | Scotland, UK \(gcu.ac.uk\)](https://www.gcu.ac.uk)
- NHSGGC Health Records Flow Navigation Centre -
<https://www.nhsggc.scot/your-health/right-care-right-place/virtual-accident-emergency-ae/> & Video <https://www.youtube.com/watch?v=72YiUpDYJ6w>
- NHSGGC Vaccination Contact Centre – <https://www.nhsggc.scot/your-health/general-vaccinations/>
- West of Scotland Innovation Hub (hosted by NHSGGC)
- <https://www.woshealthinnovation.scot/> & Twitter
<https://twitter.com/wosinnovation>

- Meet the NHSGGC Board Members – <https://www.nhsggc.scot/about-us/nhs-board/meet-the-board>