**eHealth Job Pack**

**NHS GREATER GLASGOW AND CLYDE**

**EHealth Senior Software Developer**

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**Post**: eHealth Senior Software Developer

**Tenure**: Permanent

**Directorate**: eHealth

**Grade**: Agenda for Change Band 6

**Salary**: £37,831 - £46,100

**Hours**: Full time 37.5 hours per week/Part time 37.5 hours per week

**Location**: 1, Smithhills Street, Paisley, PA1 1EB

**Closing Date**: Friday 8th January 2023

**Job Overview and Advert**

Are you an experienced full-stack developer versed in Microsoft core technologies such as Visual Studio, C#, SQL Server, Azure cloud services, DevOps and more? Do you want to work in a dynamic, award winning and collaborative environment where you can learn from the best and grow your skills?

If you answered yes to these questions, then we have the perfect opportunity for you! We are looking for a software developer to join our team and help us deliver innovative solutions for our patients and staff within NHS Greater Glasgow and Clyde. You will be working on exciting projects that use cutting-edge technologies and frameworks. You will also have the chance to work with a diverse and talented team of developers, designers, testers, and project managers who will support you and challenge you to achieve your goals.

As a software developer, you will be responsible for:

- Developing high-quality code that meets the requirements and standards of the project
- Testing, debugging, and troubleshooting your code and ensuring its functionality and performance
- Collaborating with other developers and stakeholders to design, implement, and integrate features and components
- Communicating effectively and proactively with your team and stakeholders, and providing feedback and suggestions for improvement

To be successful in this role, you will need:

- A bachelor's degree in computer science, software engineering, or a related field, or equivalent work experience
- At least 2 years of professional experience in software development, preferably in web or mobile development
- Proficiency in one or more programming languages, such as JavaScript, C# etc
- Knowledge of cloud computing platforms and services, such as AWS, Azure
- Experience with version control systems, such as Git and DevOps
- Experience with agile methodologies, such as Scrum, Kanban, or XP
- A strong understanding of software engineering principles
- A keen eye for detail and a commitment to quality and excellence
- A positive attitude and a willingness to learn and grow

If you think you have what it takes to be a software developer in NHS Greater Glasgow and Clyde, then don't hesitate to apply!

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 vacancy for a Senior Software Developer. 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 |

Within the eHealth Development and Informatics department you will be working with a 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:

Business Cloud Architect

Testing Team Lead

Application Team Lead

Senior Tester

Tester

Senior Integration Specialist

GA Developer

Clinical Forms Builder

Snr Software Developer

 **(This Post)**

Junior SharePoint Analyst

**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,
* 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 with at least 2 days per week working on site.

**Terms and Conditions of Employment**

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\*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 chose 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

**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/