



Developer (Analyst Business Partner)

NES Technology Service Directorate - Development

NHS Education for Scotland (NES)

2022

Location: Flexible Location

Grade: Agenda for Change Band 6

Salary: £33,072 - £40,736 per annum

Job Status: Full Time, 37.5 hours per week (2 Vacancies)

Permanent x1

Fixed term/secondment opportunity up to 31st March 2023 x1

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

The function of NES Technology Service is to develop and lead a programme of work and services that supports both the corporate functions that allow NES to work and deliver its strategic objective and to deliver against Scotland's Digital Health and Care Strategy.

NES Technology Service (NTS) has been formed with the specific objective of consolidating NES' information-based expertise into a professional, focused centre for information and technical excellence.

It 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.

These responsibilities relate to the core functions of NES in the following areas:

- Design, development, and operation of a technical environment and commensurate digital services to all NHS Scotland, Scottish Government and Care Sector stakeholders
- Support and development of fit for purpose technology systems and services to allow delivery of national strategic outcomes
- Communication, support, and leadership in all digital and technology disciplines
- Impact assessment of new technology services and systems
- Research and development as appropriate

About the Role

As part of a growing team within NES Technology Service (NTS) this role will be essential to the delivery of Scotland's Digital Health and Care Strategy through the development of digital systems and services.

The Developer (Analyst Business Partner) 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 NTS organisational objectives.

Key tasks will include but will not be limited to:

- Responsibility for meeting user needs through the hands-on development of new software, as well as providing improvements to existing systems
- Collaborating with others to review specifications to design, code, test, and document software of medium to high complexity using industry recognised standards and tools
- Proactively find ways to improve system robustness, resilience, security and stability
- Providing technical analysis and identifying, locating, and fixing faults

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. ***Please also highlight if you are applying for the permanent vacancy (x1) or the fixed-term vacancy (x1) or if you wish to be considered for both available positions.***
- 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
Education and professional qualifications		<ul style="list-style-type: none">• Degree level qualification with in-depth experience and postgraduate or• SCQF Level 9 equivalence obtained via Professional Development Awards; Graduate or Professional Apprenticeships; and SVQs

Factor	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Demonstrable track record of delivering end to end software solutions across the entire software development lifecycle • Experience of analysing requests for development and assessing technical viability • Experienced in planning, executing, and reporting on delivery progress against requirements • Experience of communicating and influencing across teams and of giving presentations at local levels • Ability to work with minimal supervision and to meet deadlines • Flexible approach to learning and problem solving • Commitment to personal and professional development 	<ul style="list-style-type: none"> • Experienced in Agile Methodologies • Experience of continuous improvement in development and integration processes • Experience using Cloud architecture and services to deliver technology solutions
Specific skills, knowledge, and training	<ul style="list-style-type: none"> • Competent in the Microsoft .Net framework and web development, including C#, HTML, JavaScript and ASP.NET MVC • Experience of designing and working with complex relational databases in Microsoft SQL Server • Experience of source control management systems and tools such as Git • Familiar with unit testing frameworks such as NUnit or Visual Studio Test • Supervisory role including coaching and/or mentoring of team members 	<ul style="list-style-type: none"> • Up to date working knowledge of Dot Net Core • Familiarity with continuous integration and deployment using tools such as Azure DevOps • Strong technical documentation skills

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