Person Specification

Job Title: Senior Developer

Qualifications	Essential	Desirable
5 GCSEs inc. maths and English at Grade C or above (or equivalent)	✅	
Bachelors or Masters degree in a relevant subject (Computer Science, Software Engineering, Information Systems etc.) to a 2:1 standard or higher, or relevant industry experience		✅
Evidence of continued professional and personal development.		✅
Skills/Knowledge/Experience	**Essential**	**Desirable**
Strong fundamental programming, problem solving, and analytical skills.	✅	
Demonstrable talent programming in at least 1 language with at least 5 years commercial experience.	✅	
Experience working within an agile software development environment.	✅	
Experience of full stack development with web technologies (HTML, CSS, JSON etc.) and frameworks (Rails, Phoenix, Laravel, Django etc.)	✅	
Experience working with relational databases (e.g. PostgreSQL) and writing SQL.	✅	
Version control systems (e.g. Git).	✅	
Elixir/Phoenix		✅
Ruby on Rails		✅
CSS frameworks (e.g. TailwindCSS)		✅
PaaS/IaaS (e.g. Heroku, AWS, GCP)		✅

	Essential	Desirable
Ability to automate and streamline the development and deployment pipeline.		✅
Use of project tracking and collaboration systems (e.g. GitHub, Basecamp).	✅	
Comfortable with frequent incremental coding, unit/integration testing, and deployment.	✅	
Excellent communication skills, including both written and verbal.	✅	
Ability and interest to learn new technologies quickly.	✅	
An eye for quality and testing, with experience of conducting code reviews.	✅	
The ability to refactor existing functionality to make improvements.	✅	
Coaching and mentoring experience to support junior and apprentice members of the team.		✅
Other	**Essential**	**Desirable**
Strong focus on outcomes with an emphasis on 'Students First'.	✅	
Knowledge of data protection regulations and an awareness of the importance of confidentiality.	✅	
Flexibility and willingness to be adaptable.	✅	
Willingness to constructively challenge the work of self and others to continually improve their own and team performance.	✅	
A strong commitment to personal development for all staff including themselves.	✅	
Evidence of a commitment to promoting the welfare and safeguarding of children and young people.	✅	
Satisfactory DBS check.	✅	