Job Description and Person Specification

Job title	Software Developer (Mid-Level)	Location	NIAB Headquarters, Cambridge / Hybrid
Team	Business Services	Job group	Senior Specialist
Department	Information Technology (IT)	Post ref.	SV/A1126
Reports to	Senior Developer	Line manages	N/A

1. Team Overview

The IT Team at NIAB maintains and develops software to support the business. This is primarily web-based software but also includes some desktop applications. We look after servers, usually as Virtual Machines (VMs) and moving towards Docker and Kubernetes for software deployment.

2. Role purpose

- Maintain and develop software, for in-house and externally facing systems (on AWS, GCP) used across the business
- Contribute to the DevOps function, primarily using Docker/Kubernetes and VMs
- Automate the testing and deployment of in-house software

3. Financial authority/responsibility

Budgeting for development usage of cloud services. Efficiently using services to minimise cost.

4. Key relationships

Internal: Provide local and remote user support for software. Understand requirements, issues and guidance for non-technical colleagues using software. Work with IT colleagues and communicate effectively.

External: Advise on requirements and discuss issues with external suppliers.

5. Key tasks/responsibilities

	Approx. % of time
Maintain Kubernetes/Docker software deployment	10%
Software development, Maintenance and support	70%
Configuring Continuous Integration and Deployment for in-house software	10%
Analysing and implementing software deployment strategies for efficiency	5%
Background research and personal training	5%

6. Working conditions

This is a hybrid role which must be commutable to Cambridge.

Normal office hours are anticipated, with very occasional need to work out of hours (e.g. during a system upgrade).

Travel to remote NIAB sites may be required (very occasionally) to visit staff with IT requirements, to install software or to examine how software is used.

Travel to events, collaborating organisations and supplier premises could very occasionally be required.

Role Criteria and Person Specification

Qualifications or Experience	Essential	Desirable
Bachelor's degree or equivalent experience	x	
Degree in Computer Science or a science-based discipline		x
Knowledge and skills	**Essential**	**Desirable**
Java programming: Proficient in Java with a strong understanding of its ecosystem.	x	
Database Management: Experience with using and adjusting databases such as Postgres, MySQL, MongoDB, or similar.	x	
Linux: Solid understanding and experience with Linux operating systems.	x	
Git: Proficiency in version control systems, particularly Git.	x	
Web Development: Skilled in creating and maintaining web applications.	x	
Docker Configuration and Administration: Experience with Docker for containerization and management		x
Kubernetes Configuration and Administration: Familiarity with Kubernetes for orchestration.		x
Spring Framework: Knowledge of the Spring Framework for building Java applications.		x
Web Services: Experience with creating and consuming web services.		x
Object Relational-Mapper (ORM): Proficiency with ORM tools like Hibernate.		x
PHP: Experience with PHP programming.		x
JavaScript: Knowledge of using JavaScript for development.		x
Public Cloud Platforms: Experience with public clouds such as Google Cloud, Amazon Web Services (AWS), or Microsoft Azure.		x
Virtualization: Experience with virtualization technologies		x
Networking: Knowledge of networking for development environment.		x
Personal Attributes	**Essential**	**Desirable**
Good Communication Skills: Ability to communicate technical concepts clearly and effectively to both technical and non-technical stakeholders.	X	
Ability to Interact with Users: Strong interpersonal skills to gather user requirements and provide excellent customer service.	X	
Ability to Work in a Team: Collaborative approach to working within a team environment, supporting colleagues, and contributing to team success.	X	
Ability to Specify Requirements for Development Tasks: Skilled in defining clear and concise requirements for development tasks.	X	
Management Capability: Strong management skills to oversee development projects and ensure their successful execution.		X
Other		
Driving license or access to independent means of travelling, enabling very occasional travel to NIAB sites		x