

Job Reference: SEEMIS/DEVLD/20191112

Job Title: Software Development Lead

Grade / Salary: Grade 4 Level 2 SCP 82-83 (£43,652 - £44,345)

Organisation: SEEMiS Group LLP

Position Location: SEEMiS Group LLP, Floor 14, Council Offices, Almada Street, Hamilton, ML3 0AA

Hours: 35 hours per week

Contract Type: Permanent

SEEMiS Group LLP seeks applications from suitable candidates for the position of Software Development Lead.

SEEMiS Group LLP is the leading provider of Management Information Systems (MIS) to Schools and Councils in Scotland. It develops, produces and supports a range of MIS solutions that allow the statutory and discretionary responsibilities of councils and schools to be discharged.

Role Description

The Software Development Lead is a pivotal lead technical role within the organisation, responsible for leading on the detailed design and delivery of software related products and services including those relating to new or revised requirements and, where required, those necessary to resolve escalated service affecting issues. The successful candidate will employ a variety of skills and experience to guide software developers and to advise the team's Development Manager on technical issues. The post holder will work closely with software developers, identifying development needs and promoting an ethos of quality and efficiency that helps to ensure SEEMiS products stay at the forefront of industry trends.

Reporting to the respective team's Development Manager and working closely with the organisation's Product Architect the successful candidate will have primary areas of responsibility as detailed below:-

- With input from Development Managers, the organisation's Enterprise Architect, additional technical specialists and, on occasion, customers take ultimate responsibility for the detailed design of often complex software modules, ensuring that any designs represent efficient, extensible solutions that are aligned with the organisation's Product & Technology strategy
- Coordinate software deliveries within an agile development environment, using comprehensive technical knowledge and experience to advise Product Owners and / or Development Managers on the size and complexity of Sprint items, assisting in their prioritisation and breaking these down into smaller tasks where required to make best use of available resources



- As part of both a hands-on development approach and whilst mentoring / working alongside the teams of software developers, use experience and expert knowledge of tools / techniques to take responsibility for the effective implementation of components that frequently represent the greatest technical challenge and / or have the most significant impact on the team / organisation
- Work closely with the team's Development Manager in assisting with the personal and professional development of team members, ensuring that they have the necessary skills and knowledge to be effective within the team and, utilising the organisation's PDR process, that they are supported in working towards agreed development and training needs objectives
- Use knowledge, experience and professional judgement to make recommendations for improving existing software development policies and procedures, working collaboratively with the Development Manager to maintain these and to ensure compliance within the team / organisation
- Work alongside the organisation's Enterprise Architect to maintain and develop knowledge and experience of market leading technologies most appropriate to the organisation, actively seeking out and attending seminars, networking events and reviewing other knowledge resources
- Often working autonomously and in a time critical environment, use extensive knowledge and experience of key technologies and of the organisation's products and services to both proactively and reactively identify and resolve system issues that are already or that may result in significant threats to service delivery

Technical Knowledge & Experience

Essential

- Technical leadership within a Software Development environment
- Extensive knowledge of Software Design Principals and Best practice (Agile Methodology, Object Oriented programming)
- Strong technical analytical skills and proven ability to engage with all stakeholders in the complete Software Development Lifecycle
- Recent experience of designing, developing and maintaining large, interconnected, Java/Jakarta EE applications with a variety of technologies and protocols (e.g. Web Services, Rest, EJB)
- Recent experience developing, and performance tuning Databases (preferably Microsoft SQL Server and/or Postgres)

Desirable

- Experience designing & developing modern Micro services/SOA applications in a cloud environment (preferably AWS)
- Knowledge & Experience developing Java Desktop applications using Swing



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Information for Education

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WEB www.seemis.gov.scot
EMAIL letters@seemis.gov.scot

- Knowledge and Experience of Developing applications compliant with Security standards & best practices (e.g. CIS Benchmarks, OWASP)
- Experience with Java build tools (Maven and/or Ant)
- Experience with configuring Java/Jakarta EE application servers (e.g. Payara, Glassfish)
- Experience in Application Monitoring
- Knowledge & Experience in automated unit/integration/performance testing tools (e.g. Junit, JMeter, RestAssured)
- Knowledge & experience with CI/CD systems and automated quality testing tools (e.g. Jenkins, AWS Code*, SonarQube, Checkstyle)
- Experience reverse engineering legacy systems and processes
- Previous experience in Digital Transformation Programmes through refactoring/migrating an existing application estate to a modern cloud native microservice architecture
- Knowledge & Experience of SEEMiS Products & Services
- Interest / understanding of the Scottish Education System

Personal Skills

- Organised and able to manage / prioritise a multi-dimensional, dynamic work load
- Able to remain calm under pressure and to take effective decisions
- Creative & lateral thinker
- Excellent interpersonal skills
- Team player

Preferred Qualifications / Membership of Professional Bodies

- Degree in Software Engineering related Discipline

Applicants wishing to be considered for this post should complete the Essential Screening Question and the Applications Questions below and submit their responses together with their CV to letters@seemis.gov.scot

SEEMiS Group LLP are Equal Opportunities employers and encourages applications from all sectors of the community. In addition we are committed to the Double Tick Initiative and offer a guaranteed interview to any applicant who considers him / herself to be disabled and who meets the competency requirements for the post.

This post is excepted in terms of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 2003.



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The successful candidate will be subject to a criminal records check provided by Disclosure Scotland.

Please refer to <http://disclosurescotland.co.uk/publications/> and click on Code of Practice for further information about the disclosure process and best practice.



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Screening/Application Questions SEEMiS Group LLP – Software Development Lead

Essential Screening Question

1. Do you have Java OCA / OCP certification or experience in Java software development in a professional or educational environment?

N.B. Only applicants who answer “yes” to the essential screening question will be considered for this role.

Application Questions

1. How would you tackle an investigation into a new technical area, for example if you wanted to consider code generation from design documents?

2. Given a set of business requirements, how would you design a solution for other developers in your team to build? Is this something you have done previously?

3. What testing methodologies have you used recently and what were the advantages or disadvantages of these approaches?