oneSource
at the heart of public services

Employing council

Newham London   Havering LONDON BOROUGH

Job Title	**Senior Software Engineer**
Grade	**Havering G9, Newham PO6,**
Job Evaluation Reference	**LBH 3422, LBN 7004**
Location	**Newham, Havering. The post holder must be flexible and work across council sites**

Accountable to	Lead Software Engineer
Line management responsibility for	Software Engineers and Associate Software Engineers
Job Purpose:	1. To lead on the design, delivery and continuous optimisation of software applications that meet user needs, are secure, accessible for people with a range of digital skills and confidence and financially sustainable. 2. To work within and contribute to the improvement of OneSource software engineering practises and processes. 3. To support and enhance a suite of existing software products, helping inform business cases for more fundamental change where this would improve outcomes. 4. To understand the user needs for a set of components/ software applications and what this means for the delivery of value to users. 5. Deliver, implement and support others to ensure that the Council's values and practises always meet our objectives for security, financial prudence and transparency, inclusion and sustainability. 6. Actively contribute to the work of a multidisciplinary team, so that all its members benefit from your core skills; promote the generous sharing of expertise and create opportunities for continuous learning and development. 7. Actively contribute to Council-wide and directorate initiatives that will achieve and implement the Council's priorities and corporate objectives and meet the user needs of Havering and Newham residents and businesses. 8. On a rota basis with other Senior managers, act as the lead officer ensuring the effective coordination and delivery of support to users, including out of hours support where applicable, for which additional payment will be offered.

Specific Responsibilities	1. Take responsibility for the detailed architecture, design, coding, testing, maintenance and improvement of software solutions. 2. Use a range of automated tooling to ensure designs are high-performing, accessible for users in a range of contexts, simple and intuitive to use, cost-effective and error-free. 3. Participate in the understanding of user needs, making solutions simple and estimating effort. 4. Take part in evaluations and reviews of programming methods, tools and standards. 5. Ensure the security of information and information systems by encouraging and enforcing adherence to IT policies that ensure availability, integrity, authentication, confidentiality, and integrity. 6. Active participation in a community of practice to ensure that OneSource development standards continue to adhere to best practice. 7. Use Agile methodology and apply an agile mindset to all aspects of your work. Create a fast-paced, evolving environment and use an iterative method and flexible approach to enable rapid delivery. 8. Contribute to the development and selection of appropriate design standards, methods and tools and ensure they are applied effectively and that all work is documented using the appropriate standards, methods and tools. 9. Apply and maintain specific procedures and security controls as required by organisational policy and local risk assessments to maintain confidentiality, integrity and availability of business information systems and infrastructure components. 10. Identify risks, coordinate risk assessment, manage agreed actions (which may involve acceptance of risk, risk reduction or mitigations to avoid/ eliminate risks), and monitor the status of risks on an ongoing basis. 11. Lead, motivate and inspire team members and facilitate dialogue with them regarding expectations, progress, performance and development needs.
General	1. OneSource is committed to and champions equality and diversity in all aspects of employment and service provision. All employees are expected to understand and promote this approach in their work. 2. Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good health and safety practices and manage risks appropriately. 3. Deal with any Safeguarding issues that might arise, in line with the Council's policies and procedures. 4. Comply with Health and Safety Regulations associated with your employment.

	5. Be aware of the council's responsibilities under the Data Protection Act 1984 for the security, accuracy and relevance of all personal data held on such systems and ensure that all processes comply with this.
	6. To treat all information acquired through your employment, both formally and informally, in strict confidence.

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

	Criteria	Method of assessment
Able to demonstrate and evidence a highly developed Competence in:	**Programming/ software development** (level 5) ● Takes technical responsibility across all stages and iterations of software development. ● Plans and drives software construction activities. Adopts and adapts appropriate software development methods, tools and techniques. ● Measures and monitors applications of project/ team standards for software construction, including software security. ● Contributes to the development of organisational policies, standards, and guidelines for software development. **Systems & software lifecycle engineering** (level 5) ● Collaborates with those responsible for ongoing systems and software life cycle management to select, adopt and adapt working practises. ● Supports deployment of the working environment for systems and software life cycle working practises. ● Provides effective feedback to encourage development of the individuals and teams responsible for systems and software life cycle working practises. Provides guidance and makes suggestions to support a continual improvement and learning approach. ● Contributes to identifying new domains within the organisation where systems and software life cycle working practises can be deployed. **Solution architecture** (level 5) ● Leads the development of solution architectures in specific business, infrastructure or functional areas. ● Leads the preparation of technical plans and ensures that appropriate technical resources are made available. Ensures that appropriate tools and methods are available, understood and employed in architecture development. ● Provides technical guidance and governance on solution development and integration. Evaluates requests for changes and deviations from specifications and recommends actions. ● Ensures that relevant technical strategies, policies, standards and practises (including security) are applied correctly. **Systems integration & build** (level 5)	Application and Interview

	• Plans and drives activities to develop organisational systems integration and build capabilities including automation and continuous integration. • Identifies, evaluates and manages the adoption of tools, techniques and processes to create a robust integration framework. Provides authoritative advice and guidance on any aspect of systems integration. • Leads integration work in line with the agreed system and service design. Assesses risks and takes preventative action. Measures and monitors applications of standards • Contributes to the development of organisational policies, standards, and guidelines for systems integration. **Information Security (**level 4) • Provides guidance on the application and operation of elementary physical, procedural and technical security controls. • Understands the purpose of security controls and performs security risk and business impact analysis for medium complexity information systems. • Identifies risks that arise from potential technical solution architectures. Designs alternate solutions or countermeasures and ensures they mitigate identified risks.	
Able to demonstrate and evidence knowledge and experience in	• Understands and evaluates the organisational impact of new technologies and digital services. • Understands the relationships between their own specialism and organisational requirements. • Is fully familiar with recognised industry bodies of knowledge both generic and specific, and knowledge of the business, suppliers, partners, competitors and clients.	Application and Interview

Behaviours and personal qualities	• Builds appropriate and effective business relationships across the organisation and with users, suppliers and partners.
	• Creates and supports collaborative ways of working across groups/ areas of responsibility. Facilitates collaboration between stakeholders who have diverse objectives.
	• Demonstrates leadership in operational management.
	• Shares own knowledge and experience and encourages learning and growth.
	• Clearly demonstrates impactful communication skills (oral, written and presentation) in both formal and informal settings, articulating complex ideas to broad audiences.
	• Ability to demonstrate, understanding and apply our HEART values.
	These are embedded in all roles and that applicants must evidence their values as part of the application process:
	   ▪ Honesty
	   ▪ Equality
	   ▪ Ambition
	   ▪ Respect
	   ▪ Together
		Application and Interview

Havering Person Specification
(Not applicable to Newham posts)

Qualifications
Degree or equivalent work-related attainment or experience.

Experience
- Understands and evaluates the organisational impact of new technologies and digital services.   - Understands the relationships between their own specialism and organisational requirements.   - Is fully familiar with recognised industry bodies of knowledge both generic and specific, and knowledge of the business, suppliers, partners, competitors and clients.

Skills and Attributes
Include anything else required of the job, including soft skills. Take care to ensure that any requirements or language meet good EDI practice
Skills (from Skills Framework for the Information Age) **Programming/ software development** (level 5)   - Takes technical responsibility across all stages and iterations of software development.   - Plans and drives software construction activities. Adopts and adapts appropriate software development methods, tools and techniques.   - Measures and monitors applications of project/ team standards for software construction, including software security.   - Contributes to the development of organisational policies, standards, and guidelines for software development.   **Systems & software lifecycle engineering** (level 5)   - Collaborates with those responsible for ongoing systems and software life cycle management to select, adopt and adapt working practises.   - Supports deployment of the working environment for systems and software life cycle working practises.   - Provides effective feedback to encourage development of the individuals and teams responsible for systems and software life cycle working practises. Provides guidance and makes suggestions to support a continual improvement and learning approach.   - Contributes to identifying new domains within the organisation where systems and software life cycle working practises can be deployed.   **Solution architecture** (level 5)   - Leads the development of solution architectures in specific business, infrastructure or functional areas.   - Leads the preparation of technical plans and ensures that appropriate technical resources are made available. Ensures that appropriate tools and methods are available, understood and employed in architecture development.   - Provides technical guidance and governance on solution development and integration. Evaluates requests for changes and deviations from specifications and recommends actions.   - Ensures that relevant technical strategies, policies, standards and practises (including security) are applied correctly.   **Systems integration & build** (level 5)   - Plans and drives activities to develop organisational systems integration and build capabilities including automation and continuous integration.

- Identifies, evaluates and manages the adoption of tools, techniques and processes to create a robust integration framework. Provides authoritative advice and guidance on any aspect of systems integration.
- Leads integration work in line with the agreed system and service design. Assesses risks and takes preventative action. Measures and monitors applications of standards
- Contributes to the development of organisational policies, standards, and guidelines for systems integration.

Information Security (level 4)
- Provides guidance on the application and operation of elementary physical, procedural and technical security controls.
- Understands the purpose of security controls and performs security risk and business impact analysis for medium complexity information systems.
- Identifies risks that arise from potential technical solution architectures. Designs alternate solutions or countermeasures and ensures they mitigate identified risks.

Attributes
- Builds appropriate and effective business relationships across the organisation and with users, suppliers and partners.
- Creates and supports collaborative ways of working across groups/ areas of responsibility. Facilitates collaboration between stakeholders who have diverse objectives.
- Demonstrates leadership in operational management.
- Shares own knowledge and experience and encourages learning and growth.
- Clearly demonstrates impactful communication skills (oral, written and presentation) in both formal and informal settings, articulating complex ideas to broad audiences.