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| **University of St Andrews**  **IT Services**  **Senior Java Developer – AD1106RMR**  **Further Particulars for Applicants** |

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| **IT Services** |

IT Services is responsible for providing, developing and maintaining the University’s central IT infrastructure which includes:

* the campus data network, telephone system, external network connections and data centres
* a general-purpose computing service for the students and staff of the University
* corporate information systems for the administrative units
* specialist advice and support for academic and administrative computing

IT Services offers comprehensive [computer, communications and media services](https://www.st-andrews.ac.uk/itsupport/) to all students and staff at the University of St Andrews and also manages reports of hardware faults and requests for advice on the use of computing service systems via our [IT Service Desk](https://www.st-andrews.ac.uk/itservicedesk/).

The Unit aims to provide a contemporary and integrated technological environment, which sustains and strengthens the University's ability to deliver its strategic objectives, facilitating collaboration, world-class teaching and research, and efficient business processes. We want to deliver an environment which will support students, researchers and academics by providing an empowering platform and functionality for knowledge creation and exchange.

IT Services is headed up by the Chief Information Officer (CIO) and has approximately 95 staff.

Our areas of focus are:

* **CIO's office**, which includes Data Transformation, ICT Resources and Security.
* **Service Delivery**, responsible for the University’s IT Service Desk, IT/AV support, campus card services and business relationship management.
* **Infrastructure**, responsible for the management, support and development of the hardware and software infrastructure, including the University network and data centres.
* **Enterprise Applications and Software Development,** which provides service management for enterprise applications in addition to in-house application development and integration services in support of transformational projects across the University.

This post forms part of the Enterprise Applications and Software Development team within IT Services. The team is strongly customer focused and staff are encouraged to keep their skills up to date and to share knowledge and expertise freely with their colleagues both within IT Services and across the University.

**The job description for this role is attached below.**

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| **Job Description** |

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| Job Title: Senior Java Developer  School/Unit: IT Services  Reporting to: Software Development Team Leader    Job Family: Managerial, Specialist & Administrative | Working Hours: Full-time/36.25 hours per week  Grade/Salary Range: Grade 7/£43,414 - £53,353 per annum  Reference No: AD1106RMR  Start Date: As soon as Possible |

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| **Main Purpose of Role** |

Develop bespoke software solutions for the university within the application development services team, using contemporary techniques to build high performance user centric applications from conception to delivery. Provide application support for current in-house applications and deliver product improvements as deemed necessary.

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| **Key Duties and Responsibilities** |

1. Work with Business Analysts, Project Managers and others as required to support the development of software solutions.
2. Work unsupervised on large scale projects.
3. Develop required functionality in software according to agreed specifications and timescales.
4. Ensure code is written and documented to agreed standards.
5. Ensure software conforms to agreed quality standards.
6. Ensure code base is configured, versioned and managed to agreed standards and procedures.
7. Update, repair, modify and expand existing software and generic applications.
8. In conjunction with Project Managers and others as required, devise and implement appropriate frameworks for testing software.
9. Provide second and third line support as required.
10. Stay well-informed about the current developments in the world of web development, learning about emerging concepts in full stack, and updating project leaders regarding the same.

**Special Requirements:**

*You may be required to participate in an on call rota providing support for core University systems during evenings, weekends and holiday periods.*

*Please note that this job description is not exhaustive, and the role holder may be required to undertake other relevant duties commensurate with the grading of the post. Activities may be subject to amendment over time as the role develops and/or priorities and requirements evolve*.

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| **Person Specification** |

This section details the attributes e.g. skills, knowledge/qualifications and competencies which are required in order to undertake the full remit of this post.

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| **Attributes** | **Essential** | **Desirable** | **Means of Assessment**  (i.e. application form, interview, test, presentation etc.) |
| Education & Qualifications  (*technical, professional, academic qualifications and training required)* | Relevant degree level IT qualification | Postgraduate qualification (in a relevant discipline such as IT)  ITIL v3 Foundation | Certificates brought to interview |
| Experience & Knowledge  (*examples of specific experience and knowledge sought*) | Minimum of Five years’ experience of entire life-cycle software development (development, testing & deployment) using a variety of programming languages and methodologies  Experience of Spring Boot  Relevant experience of: Java, Javascript, HTML & CSS,JSP or other templating languages, NetBeans/Eclipse/IntelliJ or similar Java development tools  Experience of ORMS  Experience of Linux, Apache Tomcat  Proven ability to produce comprehensive supporting documentation  Familiarity with data security principles and GDPR | Experience of working with the AngularJS framework  Experience of RDBM  Experience of Agile development and rapid prototyping on new feature requests  Knowledge of software testing frameworks  Experience of mobile development frameworks  Experience of: Hibernate, JQuery, Jira (issue tracking), Git or similar version control software  Experience of Typescript, ES6, AngularJS, Angular 2+  Understanding of continuous integration tools to create deployment pipelines, such as Jenkins, GitLab or similar | Application, interview + test |
| Competencies & Skills  (*E.g. effective communication skills, initiative, flexibility, leadership etc.*) | Excellent customer service mindset and flexibility and ability to cope with busy workloads  Ability to work openly and co-operatively with others, both within immediate IT Services teams and customers elsewhere in the University  Self-motivated and able to organise own time effectively as well as to motivate and advise others to schedule their own workloads. Able to work reliably with minimal supervision  Excellent written and oral presentation skills; able to present complex ideas at the appropriate level to both technical and non-technical audiences  Excellent analytical and problem-solving skills, able to develop and implement innovative solutions to complex/diverse problems and issues |  | Application, interview |

**Essential Criteria** – requirements without which a candidate would not be able to undertake the full remit of the role. Applicants who have not clearly demonstrated in their application that they possess the essential requirements will normally be rejected at the short-listing stage.

**Desirable Criteria** – requirements which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential requirements.

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| **Other Information** |

We encourage applicants to apply online at [www.vacancies.st-andrews.ac.uk/welcome.aspx](http://www.vacancies.st-andrews.ac.uk/welcome.aspx), however if you are unable to do this, please call +44 (0)1334 462571 for a paper application form.

For all applications, please quote ref: AD1106RMR

**The appointment will be subject to a Basic Disclosure Check initiated by the University.**

Equality, diversity and inclusion are at the heart of the St Andrews experience. We strive to create a fair and inclusive culture demonstrated through our commitment to diversity awards (Athena Swan, Carer Positive, LGBT Charter, Race Charters and Stonewall). We celebrate diversity by promoting profiles of BAME, LGBTIQ+ staff and supporting networks including the Staff BAME Network; Staff with Disabilities Network; Staff LGBTIQ+ Network; and the Staff Parents & Carers Network. Full details available online: <https://www.st-andrews.ac.uk/hr/edi/>

The University of St Andrews is a charity registered in Scotland (No SC013532).

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| **Obligations as an Employee** |

You have a duty to carry out your work in a safe manner in order not to endanger yourself or anyone else by your acts or omissions.

You are required to comply with the University health and safety policy as it relates to your work activities, and to take appropriate action in case of an emergency.

You are required to undertake the Information Security Essentials computer-based training course and adhere to its principles alongside related University Policy and Regulations.

You are responsible for applying the University’s equality and diversity policies and principles in your own area of responsibility and in your general conduct.

You have a responsibility to promote high levels of customer care within your own area of work/activities.

You should be adaptable to change, and be willing to acquire new skills and knowledge as applicable to the needs of the role.

You may, with reasonable notice, be required to work within other Schools/Units within the University of St Andrews.

You have the responsibility to engage with the University’s environmental sustainability strategy, committing the University to reach net-zero by 2035.

You are required to engage with the technology, systems and communication channels necessary for you to undertake your work and must update your personal details via HR Self Service whenever there is a change.

Employees with staff management responsibilities must familiarize themselves with appropriate policies.

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| **Who Are We? St Andrews At a Glance** |

The third oldest university in the English-speaking world

Ranked top UK university in the [Times and Sunday Times Good University Guide 2022](https://news.st-andrews.ac.uk/archive/top-of-the-class/)

Twice named [University of the Year](https://news.st-andrews.ac.uk/archive/st-andrews-named-university-of-the-year/)

Consistently ranked [one of the UK’s top five universities](https://www.thecompleteuniversityguide.co.uk/league-tables/rankings) and top in Scotland in the *Complete University Guide*

Top in the UK for [student satisfaction](https://news.st-andrews.ac.uk/archive/st-andrews-top-for-student-experience-2/)

Research-intensive – ranked 14th in [UK Research Excellence Framework](https://www.ref.ac.uk/2014/)

Athena SWAN [Bronze Award holder](https://news.st-andrews.ac.uk/archive/athena-swan-awards/)

[Strategy](https://www.st-andrews.ac.uk/about/governance/university-strategy/) founded on ambition to be World-Leading, Diverse, Global, Entrepreneurial and Socially Responsible

Committed to sustainability and [aiming for Net Zero by 2035](https://www.st-andrews.ac.uk/sustainability/)

More than 9000 students and 3000 staff

Highly international – more than 45% of students and staff are from outwith the UK

A non-campus university, closely integrated with the ancient town of St Andrews

Top quality [sports](https://www.st-andrews.ac.uk/sport/), [music](https://www.st-andrews.ac.uk/music/) and [nursery](https://www.st-andrews.ac.uk/hr/edi/carers/childcare/nurseries/) facilities for staff and students

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| **The University & Town** |

Founded in the early 15th century, St Andrews is Scotland’s first university and one of the oldest in the world.

Situated on the east coast of Scotland and framed by countryside, beaches and cliffs, [the town of St Andrews](https://en.wikipedia.org/wiki/St_Andrews) was once the centre of the nation’s political and religious life. Today, it’s a vibrant academic town with a distinctively cosmopolitan feel where students and university staff account for more than half of the local population.

The University of St Andrews is a diverse and international community of almost 13,000 students and staff, typically of more than 140 nationalities. It has more than 10,000 students, just over 8000 of them undergraduates, and employs approximately 3000 staff, made up of c1350 in the academic job families and c1650 in the non-academic job families.

Under the leadership of current [Principal Professor Sally Mapstone](https://www.st-andrews.ac.uk/about/governance/key-officials/principal/), the University’s [Strategy (2018-23)](https://www.st-andrews.ac.uk/about/governance/university-strategy/) is to broaden its global influence, become more diverse and consolidate its current position as the top UK university ([Times and Sunday Times Good University Guide 2022](https://news.st-andrews.ac.uk/archive/top-of-the-class/)).

The Strategy sets out the University’s ambitions to grow its international profile, champion diversity and inclusivity, expand its portfolio of world-leading research, develop stronger links with industry, and embed a culture of entrepreneurship among students and staff.

St Andrews has placed social responsibility at the heart of the Strategy, with a pledge to manage growth in student numbers, foster a growing culture of sustainability, and pursue a research and teaching agenda for the wider public good.

The University is one of Europe’s most research-intensive seats of learning. In the [Research Excellence Framework (REF) 2014](https://www.ref.ac.uk/2014/) it was ranked top in Scotland for quality of research output and one of the UK’s top 20 research universities.

St Andrews was ranked the top university in the UK in [The Times and Sunday Times Good University Guide 2022](https://www.thetimes.co.uk/article/good-university-guide-in-full-tp6dzs7wn): this is the first time in the history of the Guide, and UK university league tables in general, that a university other than Oxford or Cambridge has topped the rankings. St Andrews has consistently been ranked one of the UK’s top five universities in league tables compiled by [The Times and The Sunday Times](https://www.thetimes.co.uk/article/good-university-guide-in-full-tp6dzs7wn), [The Guardian](https://www.theguardian.com/education/universityguide) and the [Complete University Guide](https://www.thecompleteuniversityguide.co.uk/league-tables/rankings).

It is the third year that St Andrews has challenged the Oxbridge rankings, coming [second to Cambridge in 2020](https://news.st-andrews.ac.uk/archive/staff-and-students-help-st-andrews-to-league-table-first/) and [second to Oxford in 2021](https://news.st-andrews.ac.uk/archive/university-challenged-st-andrews-breaks-oxbridge/). It has frequently been rated the leading university in Scotland for [teaching quality and academic experience](https://news.st-andrews.ac.uk/archive/st-andrews-scoops-top-teaching-award/), and in the [National Student Survey 2021](https://news.st-andrews.ac.uk/archive/st-andrews-top-for-student-experience-2/) was the leading mainstream UK university for student satisfaction for the thirteenth year in a row.

In international and world rankings the University of St Andrews scores highly for teaching quality, research, international outlook and citations. It is a World Top 100 institution in the [QS World University Rankings 2022](https://www.topuniversities.com/university-rankings/world-university-rankings/2022).

St Andrews’ reputation for teaching, research and student satisfaction make it one of the most sought-after destinations for prospective students from the UK, Europe and overseas.

The University typically averages 12 applications per place and has not offered Clearing places for more than a decade. St Andrews has highly challenging academic entry requirements to attract only the most academically potent students in the Arts, Sciences, Medicine and Divinity.

St Andrews holds an Institutional [Athena SWAN Bronze Award](https://news.st-andrews.ac.uk/archive/athena-swan-awards/). Sixteen Schools hold [Bronze Awards](https://news.st-andrews.ac.uk/archive/university-secures-gender-equality-awards/), while the Schools of Physics & Astronomy and Psychology & Neuroscience have achieved [Athena SWAN Silver Awards](https://www.st-andrews.ac.uk/hr/edi/sex_gender/athenaswansupport/), and the School of Biology holds a [Gold Award](https://biology.st-andrews.ac.uk/edi/2021/05/10/school-of-biology-receives-an-athena-swan-gold-award/).