PERSON SPECIFICATION

Post Title: Development Manager	**Post No**: CCCI10
Service Team: Digital Services **Grade**: I	

Essential (E)/Desirable (D)

Qualifications	
Level 3 qualification e.g. A level, or BTEC award or certificate or diploma in a relevant field	(E)
Agile project management	(E)
Management qualification in relevant subject area	(D)
Qualification in Cyber Security	(D)
Experience	
Experience with developing on a low-code platform	(D)
Proven experience in digital service delivery solutions / digital channels	(E)
Extensive experience of providing and supporting cyber security in a corporate environment.	(E)
Extensive experience of development using NodeJS and GoLang	(E)
Extensive experience using JavaScript, HTML and CSS, and using databases (MSSQL, MySQL and Oracle)	(E)
Extensive experience using and designing web APIs (REST and SOAP)	(E)
Extensive experience with writing responsive CSS3	(E)
Good experience and understanding of programme/project management.	(E)
Evidence of successful delivery of change programmes and projects that have realised savings and service improvements for the organisation	(E)
Experience in employee engagement and influencing staff, senior managers, members and partners, to achieve organisational outcomes	(E)
Experience of creative and innovative solutions to achieve successful objectives	(E)
Experience of operating in a customer focused environment introducing systems and methods to improve customer access, experience and satisfaction	(E)
Experience of local government or similar organisations, report writing and dealing with committees	(E)
Experience of financial project management	(E)
Experience of partnership development and working	(E)
Aptitudes/Skills	
Extensive knowledge of web technology, APIs, IT infrastructure, websites, Internet technologies, digital channels, mobile phone and web developments and new ways of working	(E)
Knowledge of relevant legislation, policy or standards affecting delivery of online public services, e.g. equalities, accessibility standards, security and authentication	(E)
Knowledge of cyber security, risks and incident management	(E)
Ability to manage a budget for projects and delivering key digital services	(E)

Analytical skills	(E)
Advisory, negotiating and motivational skills	(E)
Leadership and supervisory skills	(E)
Communication and presentational skills	(E)
Organisational skills	(E)
Problem solving skills	(E)
Ability to meet deadlines	(E)
Ability to prioritise	(E)
Ability to work under pressure with minimal supervision	(E)
Attention to detail	(E)
Project management and financial project management skills	(E)
Capable of implementing changes, maintaining and improving services	(E)
Ability to work across disciplines and functions	(E)
Ability to work to tight deadlines	(E)
Personal Qualities	
Customer focused	(E)
Open to change and commitment to continuous improvement	(E)
Calm, helpful, co-operative disposition	(E)
Ability to use own initiative	(E)
Accuracy and attention to detail	(E)
Conscientious	(E)
Strong interpersonal and client liaison skills	(E)
Methodical approach to work	(E)
Sensitivity towards the culture of the organisation and its political complexities	(E)
The resilience necessary to overcome obstacles and resistance	(E)
Ability to work within a team as well as independently	(E)
Any Other (not specified above)	
Commitment to equal opportunities and health and safety	(E)
Full driving licence with use of motor vehicle	(E)