

Role Profile

Role:	Software Engineer	
Directorate:	Information Systems	
Salary Band:	Associate Software Engineer	Band 6
	Software Engineer	Band 8
	Senior Software Engineer	Band 9
	Lead Software Engineer	Band 10
Post reference:	IS184	
Job Evaluation Ref & Date:	31/07/19	
Role statement of purpose:	<p>Software Engineers contribute to the overall Software Development Lifecycle Process, and are responsible for helping to establish and apply Architectural & Software Engineering principals that ensure that products and services developed by TfGM are fit for purpose</p> <p>Software Engineers of are able to translate user centred designs, end user requirements, user stories, service expectations and technical designs into end-to-end technology solutions that meet the needs of their users and underpin the delivery of business services.</p>	
Reports to:	Associate Software Engineer	Senior or Lead SE
	Software Engineer	Senior or Lead SE
	Senior Software Engineer	Lead Software Engineer
	Lead Software Engineer	Head of IS Technology

	Key Role Outputs(KROs) <i>these set out what must be achieved for the post holder to be successful in the role</i>	Key Actions <i>These set out how the KROs will be achieved – the activities required.</i>
Associate Software Engineer		
1.	Delivery of high quality and cost-effective technology solutions that meet the goals of the business	<ul style="list-style-type: none"> Delivers software solutions that support our products Transforms business requirements in to production ready designs and code; seeks assurance of their alignment with blueprints and strategies Works with POs, UX Designers, Architects, BAs and other Engineers to turn concepts into production-ready

		<p>solutions with the support of experienced Engineers</p> <ul style="list-style-type: none"> Identifies and resolves issues preventing delivery and the continuation of Engineering activities
2.	An effective and efficient development environment supportive of delivery team timelines and goals	<ul style="list-style-type: none"> Produce comprehensive suites of automated unit and integration tests to ensure quality of delivery over time Identify ways to optimise the current development process Contribute to the creation of standard patterns for software design and user interaction Take responsibility for creating and keeping up a positive and collaborative working environment
3.	Software designs and methods that are reflective of current industry best practice	<ul style="list-style-type: none"> Develop and use reusable libraries and services under the guidance of more experienced Engineers Produce comprehensive technical documentation Support user research and requirements gathering conducted by the team
4.	High levels of customer satisfaction with TfGM services	<ul style="list-style-type: none"> Provide 3rd line support on products developed Assist in the investigation and resolution of infrastructure problems Support the team in making sure services are as usable and accessible to people as possible
5.	An innovative and inclusive community that continually strives to improve how it works	<ul style="list-style-type: none"> Contribute to community discussions about best practice Engineering Contribute to building a digital culture in the department Play an active part in the department's product design community Mentor Trainees and support the induction of new starters when required
Software Engineer		
1.	Delivery of high quality and cost-effective technology solutions that meet the operational goals of the business	<ul style="list-style-type: none"> Deliver software products which make up services for our citizens to consume Transforms business requirements in to production ready designs and code, ensuring adherence to agreed blueprints and strategies Works with POs, UX Designers, Architects, BAs and other Engineers to turn concepts into production-ready and user-centred services Identify and resolve issues preventing delivery or continuation of software engineering activities Ensures infrastructure needs are provisioned effectively and proportionately in support of solution delivery Collaborate across teams and liaise with Senior Software

		Engineers and Technical Architects to investigate technical solutions
2.	An effective and efficient development environment supportive of delivery team timelines and goals	<ul style="list-style-type: none"> Assure there is a fit for purpose, robust automated test suite Produce comprehensive suites of automated unit and integration tests to ensure code quality Define version control strategies for the source code of the product Build software components that reuse patterns, libraries and configurations consistently and effectively Agrees service operational requirements and builds technology solutions that are easy to operate and maintain throughout their life Takes responsibility for creating and keeping up a positive and collaborative working environment
3.	Software designs and methods that are reflective of current industry best practice	<ul style="list-style-type: none"> Create and maintain standard patterns, libraries and configurations that promote reuse across the community Assist in the development of medium-long term technical strategies for products Produce comprehensive technical documentation for wider consumption across the department Support and challenge user research and requirements gathering to ensure information provided is supportive of delivery needs
4.	High levels of customer satisfaction with TfGM services	<ul style="list-style-type: none"> Ensure system robustness, resilience and stability Carry out agreed infrastructure maintenance tasks Provide 3rd line support on products developed Work with service operations to ensure that maintenance and administrative needs are effectively addressed during and after delivery Takes responsibility for investigating and resolving service and infrastructure issues Support POs and UX Designers in ensuring technology solutions are built to be usable and accessible
5.	An innovative and inclusive community that continually strives to improve how it works	<ul style="list-style-type: none"> Contribute to community discussions about best practice Engineering and user-centric design Contribute to building a digital culture in the department Coach and mentor less experienced Engineers, colleagues and peers Play an active part in the department's Engineering, Design and Product communities Trial innovative ways for the community to improve on and enhance the way it works

Senior Software Engineer

<p>1.</p>	<p>Delivery of high quality and cost-effective technology solutions that meet the operational goals of the business</p>	<ul style="list-style-type: none"> • Leads and guides the work of less experienced Engineers, delivering software products which make up services for our citizens to consume • Contribute to the direction for product teams and the wider Software Engineering community • Works with POs, UX Designers, Architects, BAs and other Engineers to turn concepts into production-ready and user-centred services • Transforms business requirements into production ready designs and code, agreeing designs with Technical Architects and other stakeholders • Establishes methods and tools needed to support delivery and/or continuation of software engineering activities • Ensures infrastructure needs are provisioned effectively and proportionately in support of solution delivery
<p>2.</p>	<p>An effective and efficient development environment supportive of delivery team timelines and goals</p>	<ul style="list-style-type: none"> • Manages the make-up of unit test suites to ensure their effectiveness over time • Ensures that automated unit and integration tests address required non-functional scenarios (Security, Integration, Operational Logging, etc) • Defines and ensures adherence to version control strategies in a cross-functional environment • Ensures reuse across our technology solutions through the effective use of patterns, libraries and configurations • Manages technical debt across our technology solutions, working with POs and Delivery Managers to ensure code remains viable for future use • Creates a positive and collaborative working environment
<p>3.</p>	<p>Software designs and methods that are reflective of current industry best practice</p>	<ul style="list-style-type: none"> • Designs and leads the strategies for building reusable libraries and services across our products • Develops medium-long term technical strategies for product lines and the Engineering Community • Builds service front ends that are consistent in standards and quality, both internally and with GOV.UK • Produce comprehensive technical documentation for wider consumption across the department • Ensures the outcomes of requirements gathering provide for the needs of the Engineering Community

4.	High levels of customer satisfaction with TfGM services	<ul style="list-style-type: none"> • Identify and support the resolution of infrastructure faults • Provide 3rd line support on products developed • Ensures production problems are identified, and fixes identified and scheduled with the appropriate delivery teams and their Product Owners • Analyses and reports on technical debt, ensuring strategic decisions are taken in conjunction with stakeholders
5.	An innovative and inclusive community that continually strives to improve how it works	<ul style="list-style-type: none"> • Lead the sharing of knowledge and good practice with the wider Engineering community • Lead community discussions about best practice within Engineering • Lead Engineering teams, providing technical leadership and guidance, coaching and mentoring less experienced Engineers • Provide support, and share your specialist knowledge and experience with other people • Support discussions at a senior departmental level • Play a supporting role in recruiting into the community • Share work and ideas inside and outside the department, for example by representing TfGM at external events

Lead Software Engineer

1.	Delivery of high quality and cost-effective technology solutions that meet the operational goals of the business	<ul style="list-style-type: none"> • Manage and mitigate risks through effective planning • Work with Software Engineers and key technical decision makers to define the strategic vision for our products • Manages the technical aspects involved in commissioning, integrating and decommissioning software components • Manage other people's work; identifying and promoting best practices at all times • Sets the strategic direction for product teams and the wider Software Engineering community • Works with other practice leads to agree and integrate the methods and processes used in the delivery of technology solutions • Responsible for the quality of technical solutions delivered by the team • Specifies and procures the infrastructure needed to support solution delivery
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<p>2.</p>	<p>An effective and efficient development environment supportive of delivery team timelines and goals</p>	<ul style="list-style-type: none">• Works with Technical Architects, Infrastructure Engineering and QA teams to ensure unit, regression and non-functional test practices used to assure services have sufficient breadth and depth• Sets the delivery tool strategy and procures the services needed to sustain an efficient release pipeline• Works across the technical communities to ensure the effectiveness of the release pipeline• Takes a lead role in building reusable libraries, patterns and standards, looking for commonality across services• Takes responsibility for creating and keeping up a positive and collaborative working environment
<p>3.</p>	<p>Software designs and methods that are reflective of current industry best practice</p>	<ul style="list-style-type: none">• Champion the latest Engineering best practices, principles and processes, demonstrating industry expert in this specialism• Designs and leads the strategies for building reusable libraries and services• Responsible for the success of medium-long term technical strategies for product lines and the Engineering Community• Works with the Engineering community to ensure usability, accessibility, security, stability and capacity are embedded in the development of our customer services
<p>4.</p>	<p>High levels of customer satisfaction with TfGM services</p>	<ul style="list-style-type: none">• Prevent and diagnose infrastructure issues. Ensuring all requests for support are dealt with according to set standards and procedures• Provide 3rd line support on products developed• Leads on the resolution of production problems across technical delivery teams• Ensures technical debt is known and any risks or remedial steps addressed appropriately in conjunction with stakeholders• Ensures technology solutions are as accessible and usable as possible, meeting the needs of our customers
<p>5.</p>	<p>Leadership of an innovative and inclusive community that continually strives to improve how it works</p>	<ul style="list-style-type: none">• Lead the Software Engineering community to deliver the strategic vision• Works with other practice leads to manage the evolution of the departments digital culture• Provides support and shares specialist knowledge and experience with other people• Plans and leads discussions at a senior level within the department• Champion technical evolution within the organisation, find, test, agree and adopt emerging technologies

		<ul style="list-style-type: none"> • Identify skills gaps and key dependencies within our product teams • Shares work and ideas inside and outside the department, for example by representing TfGM at external events • Develop our Software Engineering capability by rewarding high performers, shaping careers paths and recruiting talent to the organisation • Leads on recruitment within the Engineering community
<p>Compulsory Outputs (COs) <i>these set out what must be achieved for the post holder to be successful in the role</i></p>		<p>Key Actions <i>These set out how the COs will be achieved – the activities required.</i></p>
C1	Ensure you comply with all applicable organisational legislation and policy:	<ul style="list-style-type: none"> • TfGM Safety Management System (In particular, section SMS 201 Roles and Responsibilities) • PCI DSS standards, policies and procedures • Bus Operator contractual management • Dignity at Work policy; • Information assurance and security in line with Cabinet Office requirements; • Risk management • TfGM policies and procedures • Equality and diversity legislation • TfGM Vision & Values • Act in accordance with TfGM’s behaviours and competencies • IS Operations policies and procedures • IS Security Policies and Procedures
C2	Any other reasonable duties as required	<p>The post holder is representative of IS and is expected to:</p> <ul style="list-style-type: none"> • Conduct themselves in a professional manner and with due courtesy at all times. • Be flexible within the workplace and adapt to meet the requirements of service, specifically within this role, by providing cover for extended service hours.

Key Interdependencies

Key Contacts

- Partners and suppliers
- People within the IS Department
- Delivery Managers, Project Managers, UX Designers and Business Analysts
- Practice Leads within IS Department
- Heads of Practice within IS Department

	<ul style="list-style-type: none"> • Product Owners and “Heads of” across the business 								
Direct reports	<table> <tr> <td>Associate Software Engineer</td> <td>None</td> </tr> <tr> <td>Software Engineer</td> <td>None</td> </tr> <tr> <td>Senior Software Engineer</td> <td>Software Engineers and Associate Software Engineers</td> </tr> <tr> <td>Lead Software Engineer</td> <td>Senior Software Engineers, Software Engineers and Associate Software Engineers</td> </tr> </table>	Associate Software Engineer	None	Software Engineer	None	Senior Software Engineer	Software Engineers and Associate Software Engineers	Lead Software Engineer	Senior Software Engineers, Software Engineers and Associate Software Engineers
Associate Software Engineer	None								
Software Engineer	None								
Senior Software Engineer	Software Engineers and Associate Software Engineers								
Lead Software Engineer	Senior Software Engineers, Software Engineers and Associate Software Engineers								
Budgetary responsibility	None								
Location	TfGM, 2 Piccadilly Place, Piccadilly, Manchester, M1 3BG								

Office Use Only	Updated	Updated	Updated	Updated	Updated
Created					
By: Simon Mather Nov 2018					

Person Specification

	ROLE: Software Engineer		<i>(Knowledge, skills and experience required at selection stage)</i>	
E	Essential Experience:			
	Associate Software Engineer	Software Engineer	Senior Software Engineer	Lead Software Engineer
E1	<p>ENGINEERING BEST PRACTICE</p> <ul style="list-style-type: none"> Working knowledge of Software Engineering best practices and an awareness of in the Software Engineering profession and its principles Aware of PCIDSS and GDPR and understands the need for secure development practices Aware of the benefits of code reuse and consistency 	<p>ENGINEERING BEST PRACTICE</p> <ul style="list-style-type: none"> Demonstrable experience implementing Software Engineering best practices Can apply key principles of modern standards approaches under guidance. Is well grounded in application design patterns Familiar with PCIDSS, GDPR, OWASP and secure development practices Has developed code for reuse and is familiar with the benefits that reuse brings 	<p>ENGINEERING BEST PRACTICE</p> <ul style="list-style-type: none"> Experience working with a technical architect to specify a products architecture and development approach Experience leading and influencing the evolution of low-level architecture Keeps up to date with current industry thinking and coaches engineers around them Demonstrates strong application design capabilities Experienced with PCIDSS, GDPR, OWASP and secure development practices Has developed code for reuse and with demonstrable experience of explaining the benefits of reuse to stakeholders and product owners 	<p>ENGINEERING BEST PRACTICE</p> <ul style="list-style-type: none"> Works collaboratively with technical architects to define the architecture and development approach Experience leading teams in the adoption of modern design approaches, including transitioning legacy systems Keeps up to date with current industry thinking and ensures others do the same Demonstrates strong application design capabilities Expert in leading teams building secure solutions with sensitive customer data. PCIDSS, GDPR, OWASP Writes code for reuse, with substantial experience of cross-browser, device and automated testing
E2	<p>DATABASE IMPLEMENTATION</p> <ul style="list-style-type: none"> Experience of SQL and no-SQL 	<p>DATABASE IMPLEMENTATION</p> <ul style="list-style-type: none"> Significant knowledge of SQL 	<p>DATABASE IMPLEMENTATION</p> <ul style="list-style-type: none"> Significant experience with 	<p>DATABASE IMPLEMENTATION</p> <ul style="list-style-type: none"> Extensive experience of SQL

	<p>database applications such as Postgres, MySQL, and MongoDB</p>	<p>and no-SQL databases: SQL Server, Postgres, MySQL, or MongoDB</p> <ul style="list-style-type: none"> • Understanding of ORM technologies, their strengths and weaknesses, unit testing • Familiar applying version control to database assets 	<p>SQL and no-SQL databases: SQL Server, Postgres, MySQL, or MongoDB</p> <ul style="list-style-type: none"> • Detailed understanding of low-level design, performance and tuning (Race conditions, locking, etc) 	<p>and no-SQL databases: SQL Server, Postgres, MySQL, or MongoDB</p> <ul style="list-style-type: none"> • Detailed understanding of low-level design, performance and tuning (Race conditions, locking, etc) • Experience of the commercial and technical evaluation of database / storage solutions
E4	<p>APPLICATION INTEGRATION</p> <ul style="list-style-type: none"> • Awareness of the process of integrating systems and testing interfaces between systems 	<p>APPLICATION INTEGRATION</p> <ul style="list-style-type: none"> • Experience of developing in cloud-based environments. Ability to build and test interfaces between systems • Familiar with security options for API designs 	<p>APPLICATION INTEGRATION</p> <ul style="list-style-type: none"> • Experience building public facing and internal REST interfaces • Experience designing and implementing security designs for APIs 	<p>APPLICATION INTEGRATION</p> <ul style="list-style-type: none"> • Ensures standards for systems integration and testing. • Understands enterprise concepts for delivering RESTful APIs, including queues and event sourcing • Coaches and guides others in delivering integrations
E3	<p>QUALITY AND AGILE DELIVERY</p> <ul style="list-style-type: none"> • Awareness of the importance of adopting a modern standards-based approach and the importance of development process efficiency • Able to understand user stories and convert business requirements into technical 	<p>QUALITY AND AGILE DELIVERY</p> <ul style="list-style-type: none"> • Experience leading development in a complex, multi-disciplinary environment, delivering products within specific timescales, being able to quickly comprehend and convert business requirement and user stories into technical 	<p>QUALITY AND AGILE DELIVERY</p> <ul style="list-style-type: none"> • Defines approaches to understanding user stories and guides others in doing so • Experience of leading teams in a complex, multi-disciplinary environment, delivering products within specific timescales and working alongside multiple 	<p>QUALITY AND AGILE DELIVERY</p> <ul style="list-style-type: none"> • Extensive understanding of Agile methods, craftsmanship and best practice • Experience of development process optimisation. • Leads Software Engineers in test-driven development and the use of test automation • Manages delivery and release

	<p>solutions</p> <ul style="list-style-type: none"> Agile software development frameworks like SCRUM or Kanban 	<p>solutions and engaging with multiple senior Stakeholders</p> <ul style="list-style-type: none"> Proven experience of working within an Agile environment using SCRUM or Kanban Able to identify and contribute to development process optimization 	<p>senior Stakeholders.</p> <ul style="list-style-type: none"> Co-ordinates build activities across systems and ensures good levels of testing. Able to identify and implement opportunities to optimise the software development process Proven experience of working within an Agile environment using SCRUM or Kanban with effective CICD processes that expedite delivery 	<p>in a Continuous Delivery environment. Knows what a good CI and CD process looks like for the product.</p> <ul style="list-style-type: none"> Leads the translation of user stories and guide teams Leads and continuously improves teams in a complex, multidisciplinary environment, delivering within time-scales, working closely with stakeholders. Extensive experience of working within an Agile environment using SCRUM or Kanban with effective CICD processes that expedite delivery and operations
E5		<p>OPERATIONAL EXCELLENCE</p> <ul style="list-style-type: none"> Works with production metrics to verify quality of service and improve the customers experience 	<p>OPERATIONAL EXCELLENCE</p> <ul style="list-style-type: none"> Experience of using feedback from Service and Operations, and from production metrics to continuously improve quality of service 	<p>OPERATIONAL EXCELLENCE</p> <ul style="list-style-type: none"> Extensive experience in leading teams responsible for delivering highly available, high performing, scalable and stable software services.
Additional experience required of specialists in “Front End Engineer”				
E6	<p>DIGITAL DESIGN</p> <ul style="list-style-type: none"> Evidence of building services that work and perform quickly across different 	<p>DIGITAL DESIGN</p> <ul style="list-style-type: none"> Evidence of building services that work and perform quickly across different 	<p>DIGITAL DESIGN</p> <ul style="list-style-type: none"> Experienced in building services that work and perform quickly across 	<p>DIGITAL DESIGN</p> <ul style="list-style-type: none"> Substantial experience of building services that work and perform quickly across

	<p>devices and browsers using modern HTML, CSS and JavaScript techniques</p> <ul style="list-style-type: none"> • Has an understanding of UX and IX design principles and concepts • Understands W3C standards for accessibility 	<p>devices and browsers using modern HTML, CSS and JavaScript technique</p> <ul style="list-style-type: none"> • Has relevant industry experience in UX and IX design. Usability concepts and W3C standards for accessibility 	<p>different devices and browsers using modern HTML, CSS and JavaScript techniques</p> <ul style="list-style-type: none"> • Understands the concept of semantic HTML and conversational APIs • Has relevant industry experience in UX and IX design. Usability concepts and W3C standards for accessibility 	<p>different devices and browsers using modern HTML, CSS and JavaScript techniques</p> <ul style="list-style-type: none"> • Substantial experience of engaging multidisciplinary teams with a user-centred design process, and explain technical decisions in a way that people understand • Experience working with assistive devices, removing barriers to accessibility • A proven track record working in digital design, including iterating front-end code for complex situations
E7	<p>DIGITAL DEVELOPMENT</p> <ul style="list-style-type: none"> • Experience in JavaScript, Node.js • Able to build the front end using continuous deployment • Aware of HTTP, HTTP Verbs and able to integrate basic Restful APIs • Applies standards and best practice design methods to their work 	<p>DIGITAL DEVELOPMENT</p> <ul style="list-style-type: none"> • Experience working with JavaScript frameworks such as Angular, React • Aware of front-end architecture and building the front end using continuous deployment • Solid understanding of HTTP, HTTP Verbs and the development of Restful APIs • Able to define standards and 	<p>DIGITAL DEVELOPMENT</p> <ul style="list-style-type: none"> • Extensive experience working with JavaScript frameworks such as Angular or React • Experienced in frontend architecture and building the front end using continuous deployment • Experience of defining modern standards and best practice design approaches, and managing adherence 	<p>DIGITAL DEVELOPMENT</p> <ul style="list-style-type: none"> • Extensive experience of building and maintaining JavaScript solutions across multiple versions • Substantial experience of front-end architecture and building the front end using continuous deployment • With an ability to quickly make, take and influence sound technical decisions.

		best practice design methods		<ul style="list-style-type: none"> Understand the pros and cons of these different technologies
E8	DIGITAL DELIVERY <ul style="list-style-type: none"> Aware of cross browser, device, automated and accessibility testing. 	DIGITAL DELIVERY <ul style="list-style-type: none"> Experienced in cross-browser, device, automated and accessibility testing, to test, fix and remove barriers to accessibility 	DIGITAL DELIVERY <ul style="list-style-type: none"> Experienced in cross-browser, device, automated and accessibility testing, to test, fix and remove barriers to accessibility 	DIGITAL DELIVERY <ul style="list-style-type: none"> Experienced in cross-browser, device, automated and accessibility testing, to test, fix and remove barriers to accessibility

Additional experience required of specialists in “Full Stack Engineer”

E6	FULL STACK DEVELOPMENT <ul style="list-style-type: none"> Experience of learning a variety of programming languages including one of Java or .Net Core Familiar with the JavaScript language and frameworks such as Angular or React Applies standards and best practice design methods to their work 	FULL STACK DEVELOPMENT <ul style="list-style-type: none"> Experience of developing Microservice architectures Demonstrable experience of commonly used open source libraries such as Spring Framework, Apache, Dropwizard or their .Net equivalents Experience working with the JavaScript language and frameworks such as Angular or React Able to define standards and best practice design methods 	FULL STACK DEVELOPMENT <ul style="list-style-type: none"> Sound experience developing Microservice architectures Experience of working with commonly used open source libraries: Spring Framework, Apache, Dropwizard or their .Net equivalents Applied understanding of software design using OO and Functional styles Extensive experience working with the JavaScript language and frameworks such as Angular or React Experience of defining modern standards and best practice design approaches, 	FULL STACK DEVELOPMENT <ul style="list-style-type: none"> Extensive experience of developing software within a Microservice architecture. Extensive development experience of solutions built using open source Java across multiple versions Extensive experience of building and maintaining JavaScript solutions across multiple versions With an ability to quickly make, take and influence sound technical decisions. Understand the pros and cons of these different technologies
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			and managing adherence	
E7	<p>DEVELOPMENT TOOLS</p> <ul style="list-style-type: none"> Familiar with linux distributions such as CentOS, Ubuntu, Fedora Experience using Maven, Git, Jenkins and similar tools Experience working with NPM and Node Experience of unit testing with JUnit, NUnit or other testing tools 	<p>DEVELOPMENT TOOLS</p> <ul style="list-style-type: none"> Able to work with linux distributions such as CentOS, Ubuntu, Fedora Experience using Maven, Git, Jenkins, Nexus, SonarQube and other enterprise CI tools Experience working with NPM and Node Experience working in a TDD environment with JUnit, NUnit, Jasmine, Cucumber or other testing tools Able to maintain end to end CICD tool chains 	<p>DEVELOPMENT TOOLS</p> <ul style="list-style-type: none"> Experience working with linux distributions such as CentOS, Ubuntu, Fedora Extensive experience managing and maintaining version control systems such as GitLab, Bitbucket and GitHub Implementing and ensuring fit for purpose branching strategies Implementing and managing end to end CICD tool chains 	<p>DEVELOPMENT TOOLS</p> <ul style="list-style-type: none"> Experience working with linux distributions such as CentOS, Ubuntu, Fedora Expert in unit test management in complex code bases with JUnit, NUnit, Jasmine, Cucumber or other testing tools Implementing and managing end to end CICD tools and processes in complex environments involving multiple teams Experienced in process optimization and the procurement and management of tools that benefit delivery
E8	<p>WORKING IN THE CLOUD</p> <ul style="list-style-type: none"> Familiar with the features available in AWS and understands their significance from a development perspective 	<p>WORKING IN THE CLOUD</p> <ul style="list-style-type: none"> Experienced designing and deploying medium complexity solutions to AWS Familiar with the use and benefits of container services, Docker, Kubernetes and similar technologies Experienced in provisioning 	<p>WORKING IN THE CLOUD</p> <ul style="list-style-type: none"> Experienced designing and deploying complex software solutions to AWS Experienced in the use of container services such as Docker, Kubernetes and similar technologies Familiar with serverless 	<p>WORKING IN THE CLOUD</p> <ul style="list-style-type: none"> Extensive knowledge of architecting and developing solutions in AWS Experienced with contracting and implementing a wide range of cloud-based services Experienced integrating solutions that involve a range

		solutions in the cloud	technologies and the advantages they offer <ul style="list-style-type: none"> Experienced managing delivery pipelines for solutions in the cloud 	of SaaS components: payment, API, SSO, CMS <ul style="list-style-type: none"> Ensures management and scaling are built into cloud solutions, providing quality of service and cost control
Additional experience required of specialists in “MS Dynamics Engineer”				
E6	DYNAMICS CRM PRODUCT <ul style="list-style-type: none"> Some experience of CRM systems and their use in the enterprise Broad knowledge of the technical capabilities provided by Dynamics CRM 	DYNAMICS CRM PRODUCT <ul style="list-style-type: none"> Experience of enterprise wide CRM applications, use cases and benefits Understands Dynamics CRM and familiar working on production deployments Has implemented a good range of Dynamics CRM features in simple environments 	DYNAMICS CRM PRODUCT <ul style="list-style-type: none"> Extensive experience working on enterprise CRM applications Has prepared and presented benefits cases for Dynamics CRM Has implemented a wide range of Dynamics CRM features in a complex environment 	DYNAMICS CRM PRODUCT <ul style="list-style-type: none"> Developing enterprise wide applications including several years working on CRM systems A pragmatic advocate for Dynamics able to work with technical architects and stakeholders to ensure effective business adoption Deep knowledge of systems architecture and design
E7	DYNAMICS CRM DEVELOPMENT <ul style="list-style-type: none"> Familiar with C# and AL Programming Experienced in .Net Framework Understands Dynamics view and form customization Builds and configures workflows and web parts 	DYNAMICS CRM DEVELOPMENT <ul style="list-style-type: none"> Experienced in C# Programming, AL and associated coding standards Experienced in .Net Framework Familiar with Azure services Understand Dynamics entity relationships 	DYNAMICS CRM DEVELOPMENT <ul style="list-style-type: none"> Expert in C# Programming, AL and associated coding standards Expert in .Net Framework Experienced in the use of Azure services Understand Dynamics entity relationships 	DYNAMICS CRM DEVELOPMENT <ul style="list-style-type: none"> Expert in C# Programming, AL and associated coding standards Expert in .Net Framework In depth knowledge of Azure services Understand Dynamics entity relationships

		<ul style="list-style-type: none"> Builds and configures workflows and web parts Implements Outlook and other client integrations 	<ul style="list-style-type: none"> Promotes configuration over customization Understands performance tuning and exception handling in Dynamics Understands permissions, OAuth and CORS Implements designs that experience minimal impact during patching and upgrades 	<ul style="list-style-type: none"> Promotes configuration over customization Expert in performance tuning and exception handling in Dynamics environments Experienced in permissions, OAuth and CORS Implements designs that experience minimal impact during patching and upgrades
E8	DYNAMICS CRM TOOLS <ul style="list-style-type: none"> Visual Studio Dynamics SDK TFS or VSTS Azure 	DYNAMICS CRM TOOLS <ul style="list-style-type: none"> Visual Studio Dynamics SDK VSTS Package Deployer Lifecycle Services Azure 	DYNAMICS CRM TOOLS <ul style="list-style-type: none"> Visual Studio Dynamics SDK VSTS Package Deployer Lifecycle Services Azure 	DYNAMICS CRM TOOLS <ul style="list-style-type: none"> Visual Studio Dynamics SDK VSTS Package Deployer Lifecycle Services Azure
D	Desirable Experience – SFIA version 6:			
	Associate Software Engineer	Software Engineer	Senior Software Engineer	Lead Software Engineer
D1	Requirements Definition & Management - Level 3	Requirements Definition & Management - Level 4	Requirements Definition & Management - Level 5	Requirements Definition & Management - Level 6
D2	Testing - Level 4	Testing - Level 5	Testing - Level 6	Testing - Level 6
D3	Programming / Software Development - Level 3	Programming / Software Development - Level 4	Programming / Software Development - Level 5	Programming / Software Development - Level 5
D4	Database Design - Level 4	Database Design - Level 5	Database Design - Level 6	Database Design - Level 6
D5	Technical Specialism - Level 4	Technical Specialism - Level 5	Technical Specialism - Level 6	Technical Specialism - Level 6
D6	Relationship Management - Level 4	Relationship Management - Level 5	Relationship Management - Level 6	Relationship Management – Level 6
				IT Management – Level 6
EQ	Essential Qualifications – Technical, Vocational or educational:			

EQ1	GCSEs or an equivalent
DQ	Desirable Qualifications – Technical, Vocational or educational:
DQ1	A degree or equivalent industry experience
DQ2	Certifications in Java and / or C# programming
DQ3	Certifications on Amazon AWS, Azure, Docker, Kubernetes or similar
DQ4	ITIL Foundation
DQ5	Agile / Scrum certified
EA	Essential Attributes:
EA1	RELIABLE by doing what we say we will do
EA2	HONEST in our communications and our feedback
EA3	RESPECTFUL in how we behave
EA4	REWARDING by recognising a job well done
EA5	EMPOWERING by enabling potential to be realised
DA	Desirable Attributes: