



1 Advertisement

Post Title: Software Development Lead

School/department: IT Services

Hours: Full time or Part time hours considered up to a maximum of 1FTE.

Requests for [flexible working](#) options will be considered (subject to business need).

Contract: Permanent

Reference: 6254

Salary: Competitive based on experience

Placed on: 23 August 2021

Closing date: 13 September 2021. Applications must be received by midnight of the closing date.

Expected interview date: TBC

Expected start date: TBC

As the university enters a critical period in its digital transformation journey, this role offers a true opportunity for a talented developer to play a leading role in the evolution of our software development and delivery practices based on continuous delivery via automation and the maturing of a micro-services ecosystem.

As a hands-on lead, the Software Development Lead will bring together and set the direction for our development, integration and testing teams to deliver a new approach to software, simplified around commercial technologies, APIs, and web-based services – all aligned to business capabilities.

This is a role for a creative individual who is keen to take on new challenges and who will thrive in leading the implementation of agile methodologies, developing plans to disaggregate legacy systems by migrating capabilities into commercial solutions and new lightweight apps, while building integration layers to abstract between the old and new. It is a role that will bring lasting change to University of Sussex and will provide transformation across all parts of its software estate. The successful candidate will benefit from full support and training to accelerate their development as a team leader and manager.

The University of Sussex is a leading research-intensive University near Brighton. We have both an international and local outlook, with staff and students from more than 100 countries and frequent engagement in community activities and services.

For full details and how to apply see our [vacancies page](#)

The University of Sussex values the diversity of its staff and students and we welcome applicants from all backgrounds.

2. The School / Division

IT Services delivers a wide range of central and specialist Technology and Information Services to users across our Campus and beyond. We are organised into four main teams delivering these services through an evolving developing service management and delivery model:

Strategy and Architecture: ensuring our technologies, policies and standards are secure, up to date and that plans to replace, upgrade and improve our technologies and systems are aligned and prioritised around the University's strategic plans and objectives.

Operations and Research: work across the research, teaching, professional services and student communities to ensure outstanding service provision across the day-to-day operational activity of ITS.

Projects and Programme Delivery: provides management and delivery of projects and major change programmes, and provides assurance through a central IT Project Management Office (PMO).

Business Relations: transforming the relationship between ITS and its stakeholders helping meet its ambition of being a recognised leader in the use of digital technologies in education, research, student services and university administration.

3. Job Description

Post title: Software Development Lead
Professional Services unit: IT Services
Location: Shawcross, University of Sussex
Grade: 8
Responsible to: Deputy IT Director
Key working relationships: Project Managers
Developers and Integrators
Testing team
Service/Product Owners
Business Analysts and Partners
Business stakeholders
Asst. Director Strategy and Architecture
Asst. Director Operations

Purpose of the post

The Software Development Lead is accountable for the successful delivery of software improvements that are critical to the achievement of the University's strategic goals, spanning education, student experience and core professional service functions. The post holder will work closely with a variety of stakeholders to drive forward our digital transformation journey, and to promote an operating model built on LEAN and Agile principles.

As a hands-on technical leader and Subject Matter Expert (SME) within ITS, the post holder will oversee all software development, testing and integration teams and develop a Software Development Strategy that places loosely-coupled API-driven micro-services, Robotic Process Automation (RPA) and Machine Learning (ML) technologies at its heart. They will also be responsible for ensuring new SDLC practices deliver effective ways of working.

The Software Development Lead heads a team of 10 – 15 staff (currently using technologies such as PHP, Python and Boomi amongst others) which may at any time include permanent, fixed-term and/or contract staff associated with specific projects. They will use their creativity, initiative and problem solving skills to work with stakeholders to identify, design and implement enhancements to all facets of the university software product portfolio. The post holder will also be responsible for managing relationships with relevant suppliers and other third parties.

They are accountable for leading and developing the team to achieve a high-performance culture, enhancing staff members' professional/technical skills and knowledge creation/sharing in line with the University's values.

Key Responsibilities

1	Use leadership and management skills to set a clear direction for the team.
2	Responsible for all software development initiatives and product delivery, including the creation of a Software Development Strategy that will guide software decision making for the coming years.

3	Ownership and ongoing maturation of ITS' Software Development Life Cycle (SDLC) practice including tools, processes, skills and ways of working.
4	Supervising the overall management of incoming service requests and the assignment of resources needed to deliver software solutions and projects.
5	Ensuring delivery is consistent with agreed Agile processes across the team.
6	Working with BAs and using Lean principles, identify opportunities to streamline process and automate to provide value-added development outcomes.
7	Working effectively with Project Managers and Product Owners to ensure delivery against agreed priorities.
8	Implementation and ongoing oversight of mechanisms to monitor, manage and provide progress reports on all software development activities, including appropriate metrics
9	Accountable for the delivery of software development projects to agreed timescales and quality.
10	Participate in Technical Design Authorities to produce, assess and quantify design options and the risks associated with design decisions, and communicate these to relevant parties.
11	Participate in Project Teams as Technical Lead, as required, and in Infrastructure & Operations Senior Management Team as primary technical Lead.
12	Engage with and deliver University and ITS change programmes and activities.
13	Ensuring that agreed technology standards and agreed best practice ways of working are maintained across the team.
14	Identifying technology trends that may be of value in furthering the University's and ITS' strategic aims and bringing forward proposals for their implementation.
15	Management of the team to engender a high-performance culture including appraisal, coaching and agreement of personal development plans.

This Job Description sets out current duties of the post that may vary from time to time without changing the general character of the post or the level of responsibility entailed.

Date: August 2021

Person Specification

	Essential	Desirable
Qualifications and professional accreditations		
Educated to degree level or equivalent		X
Skills and Knowledge Areas		

Extensive knowledge of professional software development practices and associated technologies.	X	
Strong knowledge of at least two of the following programming languages: Java, Javascript, Python, C++, C# and PHP.	X	
Knowledge of Oracle Forms and Oracle Databases		X
Knowledge of database development including PLSQL, T-SQL, MySQL or NoSQL		X
Good knowledge of SDLCs and embedding working practices into teams	X	
Knowledge of integration patterns/practices and API management	X	
Knowledge of Dell Boomi and Flow		X
Strong knowledge of HTML, web frameworks and web accessibility standards.	X	
Knowledge of Robotic Process Automation (RPA) and Machine Learning (ML) technologies		X
Demonstrable analytical and problem solving skills.	X	
Knowledge of Test Driven Development methodology		X
Excellent written and verbal communication skills.	X	
Excellent interpersonal skills	X	
Excellent time management and personal organisation skills.	X	
Previous Experience		
Significant, hands-on coding experience.	X	
Minimum of six years software development/architecture experience.	X	
Minimum of two years working with an Enterprise Service Bus/microservices platform		X
Minimum of one year leading a software development team/s.		X
Practical experience working with Agile delivery practices.	X	
Experience working in a service-oriented environment.		X