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| **Title** | **Oracle Application Express (APEX) Developer** |
| **Band** | **Contributor – Professional** |
| **Grade** | **P3** |
| Job Family |  |
| Reporting To |  IS&S Application Development Lead |
| Location |  South Wales – Oakdale / Hybrid  |
| Date Written/Revised |  22/09/2025  |

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| **Position Objective** |
| This role is for an Oracle Application Express (APEX) Developer to work as part of the Information Systems & Services (IS&S) team to support the business program managers. The role will involve the development and delivery of bespoke capabilities identified via Value Propositions and Tasks.The Oracle APEX Developer will be a member of the IS&S development team and is required to maintain high levels of application availability to support all contracted services delivered as part of the wider business programme. The role requires a candidate who is technically strong and has good Oracle APEX experience in designing and developing web based applications. The candidate must be able manage the end-to-end software development lifecycle and have good project management skills. Highly proficient communication skills are also required both internally and with customers and end users. The successful candidate will be expected to work with multi-disciplined engineering team to deliver solutions that meet customer needs, to a defined quality standard and within the agreed timescales and budgets  |

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| **Generic Level Description** |
| General Accountabilities | Fully qualified to execute job/role accountabilities working independently on most aspects of work. |
| Supervision Required or Provided to Others | Normally receives little instruction on day-to-day work and general instructions on new assignments. May lead a project or work team made up of junior technical and/or professional and support staff - focus is on task management vs. resource and staff management.  |
| Complexity | Works on problems of diverse scope where analysis of data requires evaluation of identifiable factors. Exercises judgment in selecting methods and techniques for obtaining solutions. |
| Knowledge and Expertise | As a seasoned, experienced professional has developed a full understanding and expertise in area of specialization. Resolves a wide range of issues in creative ways.  |
| Problem Solving | Identifies key issues and patterns in moderately complex situations; takes a broad perspective to problems and spots new, less obvious solutions. |
| Planning and Organizing | Manages own time to meet agreed targets; develops plans for specifics work activities in own area over the short/medium term. |
| Project Management Accountabilities | Begins to manage medium to moderately complex projects; coaches and mentors others on project management issues that are supported by supervisor. |
| Decision Making and Autonomy | Has decision-making authority and autonomy needed to deliver on accountabilities of job/role; seeks approval form others on matters outside of job/role scope; makes decision regarding work and development of project team members when required. |
| Client/Business Orientation | Ensures commitments to internal and external client are met in a timely and cost-effective manner. Interprets client needs, assessing the full requirements; identifies solutions to non-standards tasks/queries. Interprets internal/external business issues and best practice in own discipline; applies to own role or identifies areas of improvement in product/process or program. May take action to monitor and control costs within own work area. |
| Communication, Negotiation and Influencing | Adapts information/style to the audience, explains difficult issues clearly, establishes consensus, and attains agreement. |
| Leadership Requirements | Seeks and provides candid and timely feedback to improve performance; shares information in an open manner; fosters teamwork and innovation by involving others in problem solving, decision making and creative thinking. |
| Key Contacts | Builds internal and external relationships, with emphasis on those that facilitate the achievement of job/role accountabilities, such as relationships with key suppliers, customers and internal service providers. |

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| **Discipline Description** |
| Responsibilities Include | The Oracle APEX Developer is the point of contact for all support and development of appointed apex applications. The role responsibilities will include:-* Ownership of the full software development lifecycle for each assigned project including requirements gathering, development, testing and final delivery to the end user
* Provide oracle APEX expertise for the IS&S portals
* Support and maintenance of all existing applications
* Provide assistance and input into the various internal and external Working Groups.
* Assist the Program Managers with Value Propositions and Tasks.
* Working with third party contractors to resolve issues.
* Implementation of changes within the support and live environments when required.
* Testing and documentation of new releases of software
* Continual maintenance and development of all process and procedures
* Provide inputs into regular reports for management
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| **Knowledge, Skills & Abilities** |
| Required Skills & Abilities | ESSENTIAL * Considerable experience working in an oracle development environment.
* Experienced in Oracle APEX.
* Oracle PL/SQL
* Oracle databases (v19c)
* XML, CSS, HTML, JavaScript
* Use of development tools (Jdeveloper, SQL Developer)
* Requirements gathering, analysis and design
* Good project management abilities
* Proven track record of delivering solutions through the full lifecycle.
* Oracle Fusion Middleware
* OID/OUD/LDAP

DESIRABLE * SharePoint Portal
* ITIL methodologies (change and release management)
* Source Control (e.g. TortoiseSVN)
* Oracle Webcenter Portal (v12c)
* Experience in working in the defence industry
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| **Education & Experience** |
| Required Education & Experience | * Requires degree level education and a level of related experience, or equivalent.
* A sound technical understanding of IT systems focussing on Oracle and Microsoft technologies.
* Has a good understanding of the ITIL framework,(ITIL V4 Foundation Certificate is desirable)
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