

SINGLE CORPORATE SERVICES

Digital

Job title:	Senior Development Specialist	To be completed by HR <i>Job Reference Number 2018/104</i>
Reporting to:	Principle Development Consultant	
Accountable to:	Head of Software Delivery, Automation and Clinical Systems	
Pay Band:	7	

As part of the Single Corporate Service, this role provides a service across both Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust.

The intention for the existing primary work locations to remain unchanged as there is no desire to change base locations unnecessarily. However, as the single corporate service will be delivered across both organisations, individuals may be required to undertake business travel from time to time. The staff mobility local agreement will apply.

For our leaders managing staff across multi-site locations, they will need to be visible and provide in person leadership. The arrangements and frequency will be agreed locally.

Job purpose

The Senior Development Specialist is responsible for leading the delivery of complex software development, system integration, automation and digital solutions across Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust.

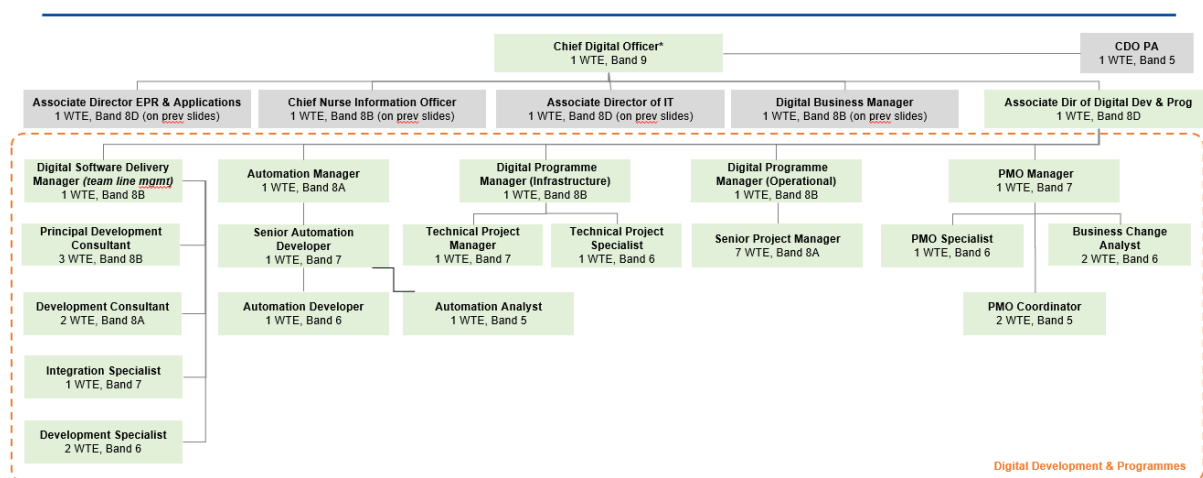
The post holder will provide specialist technical expertise within development and integration projects, supporting the implementation of the Trust's Digital Strategy through the design, development, deployment and support of software applications, interfaces and integrations.

Job summary

- Lead the technical delivery of complex software development and integration projects.
- Design, develop, test and support enterprise software applications and system integrations.
- Provide technical leadership and guidance to junior developers and apprentices.
- Act as a senior technical resource for software development, interoperability and integration requirements.
- Work with stakeholders to understand business requirements and translate these into technical solutions.
- Contribute to product roadmaps, development standards and technical strategy.
- Promote Agile and DevOps methodologies within project delivery.
- Support innovation and continuous improvement initiatives across the Digital Service.

Organisational Chart

To-Be Structure: Development & Programmes



Specific Core Functions

Software Development and Technical Delivery

- Lead the design, development, testing and implementation of software solutions using approved technologies and development frameworks.
- Produce clean, maintainable and secure code in accordance with Trust standards and best practice.
- Design and develop scalable databases, APIs and application services.
- Participate in requirements gathering, technical design and solution specification activities.
- Undertake code reviews and provide technical assurance for solutions developed by team members.
- Lead troubleshooting, root cause analysis and resolution of complex technical issues.
- Ensure appropriate testing, documentation and support arrangements are in place before deployment.

Integration and Interoperability

- Lead the technical implementation and support of integrations between clinical, operational and corporate systems.
- Analyse interface specifications and determine appropriate integration methodologies.
- Develop and support interfaces utilising NHS interoperability standards including HL7, FHIR, APIs, XML and JSON.
- Monitor, maintain and optimise interface performance to ensure service reliability.
- Work collaboratively with suppliers and partner organisations to implement and enhance integration solutions.

Innovation and Continuous Improvement

- Support the evaluation and adoption of emerging technologies which align to Trust objectives.
- Participate in innovation and research activities undertaken by the Software Development and Integration Team.
- Contribute to the development of technical standards, development frameworks and best practices.
- Promote automation, re-use and continuous improvement opportunities across digital services.

Key Responsibilities

Communication and Working Relationships

- The post holder will be providing and receiving complex, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding and/or providing and receiving highly complex information.
- Communication with Programme Manager around deployment timelines, risks and issues and delivery.
- Communication with stakeholders when downtime is required
- Develop and foster relationships with key contacts in the organisation
- Develop working relationship with Suppliers and Contractors where appropriate.
- Must have the communication skills and ability to develop and present solutions at all levels of management (including executive levels.)

Analytical and Judgement

- Judgements involving complex facts or situations, which require the analysis, interpretation, and comparison of a range of options.
- Solve or recommend solutions to complex interoperability challenges
- Analyse interface specifications from both sending and receiving systems to determine feasibility and interface methodology.
- Analyse and independently identify complex problems within the interface software. Take appropriate course of action critical to the operation of the interface to remedy problems and issues identified.
- Diagnose and resolve complex technical issues. Provide onsite and remote assistance in the research and support of problem situations

Planning and organising

- Planning and organisation of a broad range of complex activities or programmes, some of which are ongoing, which require the formulation and adjustment of plans or strategies.
- To plan and deliver the deployment of integration projects.
- To inform and make recommendations to support the Digital deployment and roll out project plans.
- To provide technical expertise for highly complex and multiple work stream projects.

- This role will require the organisation and planning of meetings and presentations to ensure full stakeholder liaison and this is likely to be challenging when presented with tight delivery dates.
- It will also be necessary to organise a range of tasks and work packages and meetings to resolve risks and issues which may lead to the adjustment of plans.

Physical Skills

- The post requires physical skills which are normally obtained through practice over a period of time or during practical training e.g. standard driving or keyboard skills, use of some tools and types of equipment.

Patient Client Care

- Although this role is not expected to have direct contact with patients there is responsibility for ensuring that systems being developed comply from a patient safety perspective.
- All testing of systems will need to ensure that consideration for this has been taken.

Policy and Service Development

- The post holder is responsible for implementing policies within a team/department and proposes changes to working practices or procedures for own work area.
- Assists in the development and implementation of application policies, procedures, and standards

Financial Management

- The post holder will be responsible for the safe use of equipment other than equipment which they personally use.
- Responsible for capturing and identifying financial and efficiency benefits attaching to integration
- Participate in financial scoping of projects
- Technical support in determining adequate scoping to determine costs for budgets.

Management/Leadership

- Provide day-to-day supervision and technical direction for junior developers and apprentices.
- Allocate technical work packages and monitor delivery against agreed objectives.
- Mentor and coach less experienced team members to support capability development.
- Contribute to recruitment, induction and staff development activities.
- Foster a team approach to solution development and deployment
- Liaison and co-ordination with other Subject Matter Experts
- Motivating the project team.
- Liaison and co-ordination with Clinical users

Information Resources

- The post holder is responsible for adapting / designing information systems to meet the specifications of others.
- Be a confident and capable user of Microsoft packages to produce relevant reports.
- Handle large amounts of raw data and manipulate into simple formats to interpret findings.
- Develop full awareness of Trust clinical systems and data schemas

Research and development

- Regularly undertakes equipment testing or adaptation.

Freedom to Act

- The post holder is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted.
- This is a position of influence in the organisation, and it is important to be able to demonstrate the knowledge, skill and gravitas required to operate effectively at all levels.
- This position carries responsibility for the delivery of the Trusts integration requirements according to external and internal priorities.
- Responsible for technical decisions around integration in liaison with key stakeholders, informing the Trust Strategy.
- This role will be required to use own initiative and work independently with full accountability for own actions and the effects shown by others due to own actions. The role requires independence and well-balanced decision-making.
- This role will be expected to interpret current policies and where necessary lead on adjustments, in order to implement required changes.

Physical effort

- A combination of sitting, standing, and walking with little requirement for physical effort. There may be a requirement to exert light physical effort for short periods.

Mental effort

- There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention

Emotional Effort

- Occasional exposure to distressing or emotional circumstances

Working conditions

- Requirement to use Visual Display Unit equipment more or less continuously on most days.

Person Specification

Criteria	Essential	Desirable	<i>How criteria will be assessed</i>
Qualifications	• Bachelor degree in Computer Science or related field or equivalent experience (5 years) required		Application and Interview

Experience	- Database Experience: Ability to Read and Write complex SQL code Database Experience: Preferred: Postgres SQL - Network Experience: Ability to use tcpdump, nc, netstat, etc. Some knowledge of LANs, WANs, VPNs, and load balancing. - Adequate relevant experience with standard health care file formats (CCDA, HL7, etc.) to enable the autonomy required in this role. - Verifiable experience with programming and scripting required. - Experience in a health care systems environment is required - Knowledge and experience of ETL best practices including designing and implementing ETLs and data migrations - Demonstrable understanding of Interface Concepts (both end user and data - Demonstrable ability to work and communicate effectively with both technical and business audiences.		Application and Interview
Knowledge	- Must have proven applied knowledge in a combination of two or more of the following areas: XML/DHTML/HTML, C#, Java, SOAP, REST, SQL, JSON, HL7/CCDA, .NET/.NET Core, REST API's - Must have an extensive knowledge with Healthcare Interface Engines, Web languages,		Application and Interview

	scripting and web development.		
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Compliance statement to expected organisational standards.

To comply with all Trust Policies and Procedure, with particular regard to

- Risk Management
- Health and Safety
- Confidentiality
- Data Quality
- Freedom of Information
- Equality Diversity and Inclusion
- Promoting Dignity at Work by raising concerns about bullying and harassment
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

Understand duty to adhere to policies and protocols applicable to infection prevention and control.

- Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.
- To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
- Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.
- Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. Our vision, values and behaviours have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
- Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004 , Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Safeguarding Policy.
- Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures
- Ensure that you comply with the Mental Capacity Act and its Code of Practice when working with adults who may be unable to make decisions for themselves,

- Ensure that you maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect conform to the requirements of the Data Protection Act 1998, including the responsibility to ensure that personal data is accurate and kept up to date
- If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.
- Proactively, meaningfully and consistently demonstrate the Trust Values in your everyday practice, decision making and interactions with patients and colleagues.
- Perform any other duties that may be required from time to time.
- Contribute to the IT Departments on-call rota and if required, maintain required skills, experience and resource levels allowing for hospital digital 24/7 services.

This job description may be altered, from time to time, to meet changing needs of the service, and will be reviewed in consultation with the post holder.