

## University of London Job Specification

<b>Job Title:</b>	Website Developer
<b>Department:</b>	Strategic Communications and Marketing
<b>Section:</b>	Digital
<b>Level:</b>	Level 08 (AMP)
<b>Term:</b>	Full time/Permanent

<b>Job Purpose:</b>	<p>Responsible for the ongoing development and support of Drupal and other University of London web and digital applications. The Website Developer will have experience working with a range of back-end and front-end programming languages (PHP, HTML, CSS, etc.) and is able to collaborate and liaise with multiple stakeholders across a large organisation, managing expectations and ensuring technical projects are delivered to a high standard.</p> <p>The role will help drive forward collaboration efforts with other website development colleagues, in order to implement and adhere to best-practice approaches, while working closely with the Senior Developer and Web Technical Lead to influence and support standardised website development practices across the University.</p> <p>The Website Developer will assist with the technical planning and innovative technical delivery of the University of London’s digital strategic objectives, ITDS (Information Technology and Digital Services) digital strategy, and the technical outputs associated with these.</p> <p>They will make recommendations, and implement new technical solutions, providing opportunities to improve the digital estate in areas such as hosting, technologies, accessibility standards and best practice approaches.</p>	
<b>Job Content:</b>		%
	<ol style="list-style-type: none"> <li>1. To support and enhance existing (and new) Drupal websites (v.10), and other web applications across the University of London, and identify new opportunities to improve performance and efficiency.</li> <li>2. Work closely with developers and external stakeholders to maintain and update University websites, ensuring all code is in-line with best practices and coding standards.</li> <li>3. Collaborate on website code repositories, adhering to robust standards (security, administration, version controls etc.).</li> </ol>	

4. Assist with the implementation of solutions for discreet website enhancement projects (for example, integration of APIs, such as Google Maps and Google Tag Manager) that supports strategic and digital marketing efforts.
5. To offer first-line support for website development queries, providing timely resolution for reported issues. To liaise with internal and external colleagues, triaging technical issues where necessary.
6. Work across internal and external teams to ensure a high standard development process is in place. Robustly test changes on all environments (dev, stage, production), allowing low-risk deployments with rollback options to be undertaken, while safeguarding site availability at all times.
7. Manage ongoing website enhancements, updating custom Drupal modules and themes to improve site functionality and fix issues.
8. Ensure all websites and modules remain up to date, and identify automation opportunities to manage routine tasks.
9. Implement and promote best-practice approaches to responsive and adaptive design standards.
10. Proactively assess website accessibility and usability standards, ensuring that University websites are accessible and supported across all browsers and platforms. Identify and suggest options to improve website accessibility and performance.
11. Work closely with the ITDS security team and system engineers to resolve any identified vulnerabilities, while optimising web platforms, sites, applications and hosting environments.
12. Collaborate with internal and external server support engineers to identify the technical aspects of web hosting systems, servers and platforms, identifying opportunities to enhance performance and efficiency of the digital estate.
13. Work with development colleagues to produce relevant documentation on new code, changes and standards, ensuring that recognised and agreed change control processes are in place.
14. Collaborate on, and recommend, new approaches for best practice and standardisation (such as digital and code repositories) across the University, outlining how these should be adopted.
15. Provide technical advice at internal meetings, and with external suppliers, where appropriate.
16. Identify collaboration and knowledge sharing opportunities within the University of London Federation and more widely in the Higher Education Sector.
17. Actively stay up to date with changing digital landscape, identifying new opportunities for the University to exploit (such as coding standards, hosting solutions, best practice approaches, website management technologies etc.).
18. Work with Head of Digital , Senior Drupal Developer and Web Technical Lead, and ITDS colleagues on supporting in the prioritisation of developments that are aligned to the University's strategic priorities.
19. Actively follow the University of London policies, including the University's Dignity at Work and Equal Opportunities Policy and promote these wherever possible.
20. Maintain an awareness and observation of fire and health and safety regulations.
21. Any other duties consistent with both the grade and scope of the post.
22. Any other duties reasonably required of the postholder by the reporting manager.

**Reports to:**

Senior Drupal Developer and

**Responsible for:**

Web Technical Lead

N/A

**Additional demands of the role:**

Supports and deputises (where appropriate) for Senior Drupal Developer and Web Technical Lead at relevant meetings. Second line support for web cover for major incidents. Standby call for out of hours if emergency arises.

**Person Specification****EXPERIENCE & PERSONAL QUALITIES***Essential:*

- Experience with Drupal 9 and 10, WordPress or other popular back-end framework
- Experience of initiating and delivering complex website and digital projects
- Strong experience in a web development role
- Experience of deploying and managing applications on Linux and cloud platforms
- Ability to work confidently with a range of website development and other technical colleagues
- Excellent oral and written communication
- Outstanding team working skills, including the ability to work with a wide range of stakeholders, and collaborate on projects
- Ability to work independently with minimum supervision, recognise priorities and meet deadlines
- Strong analytical and problem-solving skills with a flexible approach to problem resolution and adapt to changing requirements and stakeholder needs
- Ability to work under pressure to meet deadlines
- Ability to manage and prioritise workload
- Ability to manage multiple stakeholders and their expectations

*Desirable:*

- Ability to explain technical issues to non-technical users.
- Experience of API integration with large platforms, such as Bibliocloud and Symphony Events
- Understanding of accessibility regulations in relation to website development best practice and optimal user experience
- Experience of working in a higher education environment (or similar)

**TECHNICAL KNOWLEDGE & SKILLS***Essential:*

- Fluent with HTML5/XHTML and CSS/SASS
- Good knowledge of PHP, including Object Oriented techniques and design patterns
- Experience with SQL databases, including schema design, debugging and performance enhancements
- Experience of JavaScript libraries, such as JQuery, and component building libraries like React or VueJS
- Knowledge of User Experience (UX) and how it can be utilised to create optimal customer experiences.

- Experience of version control using Git
- Able to liaise effectively with IT colleagues in the University and external 3rd party suppliers
- Able to troubleshoot issues and bugs, and to take appropriate action to resolve them
- Able to contribute ideas, outline technical requirements and solutions and share know-how

*Desirable:*

- Search integration with SOLR
- Experience with Atlassian BitBucket and Jira Software
- Experience with cloud hosting platforms, such as Platform.sh
- Good understanding of Search Engine Optimisation (SEO) best practices and understanding of web server architecture, and its implications on website performance
- Website security, patching and approaches to improving performance
- Experience of working with website governance tools such as Site Improve or Silktide

## EDUCATION & PROFESSIONAL QUALIFICATIONS

*Essential:*

- Educated to degree level or equivalent relevant experience.

*Desirable:*

- Scrum experience and using DevOps.
- Acquia Drupal certification

Competency Requirements	Essential	Desirable
Adapting to change	C	
Commercial awareness	B	
Creativity and innovation	C	
Customer focus / Stakeholder focus	C	
Interpersonal understanding	C	
Leadership	B	
Organisational commitment	C	
Proactivity and planning	C	
Problem solving and decision making	C	
Performance Management	B	
Staff development and commitment to learning	C	
Working collaboratively with others	C	
<p>Competencies are scored on an A-D scale, with D representing the highest demonstration of the competency.</p> <p>For further information on each of the competencies and relevant levels, please refer to the University's Competency Model: <a href="https://london.ac.uk/sites/default/files/governance/UoL-Consolidated-Competency-Model-%28Updated-Oct-2018%29.pdf">https://london.ac.uk/sites/default/files/governance/UoL-Consolidated-Competency-Model-%28Updated-Oct-2018%29.pdf</a></p>		