UNIVERSITY OF
LEADING
THE WAY
WESTMINSTER⊞

JOB DESCRIPTION

NOTE This job description does not form part of the employee's contract of employment but is provided for guidance. The precise duties and responsibilities of any job may be expected to change over time. Job Holders should be consulted over any proposed changes to this job description before implementation.

JOB TITLE: Senior Developer

REPORTS TO: Head of Digital

GRADE: NG8

PURPOSE:

Undertake the role of Senior Drupal Developer within the Digital Team. Take responsibility for the quality of site architecture, also mentoring developers and colleagues to ensure that high-quality digital solutions are implemented in a timely way according to best practice.

PRINCIPAL ACCOUNTABILITIES

1. Maintain and develop a fully functional content management system that will enable the University of Westminster to have first-class and sustainable internal and external web systems. This will be achieved through

the development, review and deployment of code using Drupal full-stack development and reviewing the work undertaken by internal and external developers. This will require integrations involving PHP, GNU/ Linux, Apache and MySQL.

2. Establish a resilient body of expertise within the team ensuring a robust knowledge transfer through the leading and mentorship of junior developers.
3. Identify, establish and enforce the standards that will permit the creation and application of best practice for back-end coding.
4. Be accountable for establishing a system architecture that is stable, scalable, and a clean-code environment.
5. Collaborate with other members of the Digital Team to create a backlog of high-quality user stories that will be used to drive the development of a responsive, constantly evolving web environment.
6. Monitor and ensure that regular Drupal upgrade activities are undertaken within the hosting stack, which includes proactive application of security patches. This must be done securely while maintaining system integrity.
7. Act as the technical contact for all supplier relations, in particular with the external hosting company, including the assessment of supplier suitability.
8. Lead on the creation of appropriate documentation within the team that will underpin high standards of development, testing, deployment and training.
9. Ensure that our Drupal skills, knowledge and understanding remain at cutting-edge standards by representing the organisation within open source and digital industry forums, also ensuring the subsequent, effective dissemination of that knowledge into the team.
10. Play a lead role in team management, including regular quality reviews, development of the team, technical expertise, coaching and mentoring.
11. Undertake any other duties commensurate to the post as determined by the Head of Digital in conjunction with the post holder.

CONTEXT
The Senior Developer works within the Digital Team of the University.

The Digital Team is responsible for the maintenance and continual improvement of the University's website to ensure it has the highest impact and offers the most effective user experience. As well as supporting the corporate website, the Digital Team have expertise that may be applied to other University digital environments to support the University's marketing and communications strategy.

The team is managed within the Global Recruitment, Admissions, Marketing and Communications (GRAMC) directorate in Professional Services, which ensures a consistent, coherent, value-for-money and impactful approach to marketing and communications, supporting income generation through brand development, reputation management, student recruitment and corporate positioning.

The University requires all postholders to have an understanding of individual health and safety responsibilities and an awareness of the risks in the work environment, together with their potential impact on both individual work and that of others.

DIMENSIONS

The postholder will be expected to foster cross-team project working and to deliver a culture of sharing knowledge and information.

Staffing: This postholder has no formal supervisory responsibilities.

This role works closely day to day with the Head of Digital, who will oversee operational line management matters on a day-to-day basis. The role has a separate dotted reporting line to the Director of GRAMC for line management matters beyond this.

Budgets: No responsibility assigned.

KEY RELATIONSHIPS

- Head of Digital
- Digital Team members
- GRAMC teams and colleagues
- Information Systems and Support colleagues
- Other business owners and systems managers across the University

PREPARED BY Suvi Streatfield, September 2021

PERSON SPECIFICATION

	Essential criteria	Desirable Criteria
Qualifications	• Degree in relevant area of expertise or equivalent practical experience. • Relevant Drupal qualification. • Professional computing qualification.	• Agile qualification.
Training and Experience	• Substantial experience of writing clean, hand-coded PHP, Twig, HTML5, JavaScript, JQuery and CSS in consumer-facing web applications, plus significant experience of development of web applications using Drupal. • Excellent applied knowledge of the latest Drupal version(s), with strong back-end and front-end skills. • Extensive knowledge of Drupal architecture with experience in creating and maintaining custom Drupal modules. • Knowledge and experience of implementing Drupal APIs in PHP code • Maintenance and administration of Drupal sites using Drush and Composer. • Experience of using Git SCM, as well as managing deployments and releases across multiple environments. • Experience of Linux and Windows server administration with command line usage as well as expertise with MySQL and MSSql Databases. • Experience upgrading websites to newer versions of Drupal. • Experience building accessible websites (WCAG 2.1 AA compliant)**.**	• Experience with Agile methodologies.

	- Technical expertise in core and contrib. modules including Views, Migrate, Paragraphs, Webform, and Media. - Experience of integrating third-party APIs using REST, web services in JSON and XML. - Knowledge of SolR integration and configuration - Good working knowledge of Drupal workflows, including configuration synchronization and Drupal caching architecture as well as caching server technologies such as Varnish and Memcached. - Knowledge of continuous integration systems and automated testing using industry-standard tools. - Experience developing responsive designs and ensuring cross-device/cross-browser compatibility. Multi-theme management. - Significant experience of working in a similar role/project in a large, complex, multi-site environment. - Experience updating Drupal core and contrib modules. - Demonstrable professional experience and proven track record in implementing positive changes in websites and/or digital development projects which have delivered tangible improvements in customer reach, engagement and experience at different budget levels. - Experience of strong supplier management, resulting in a seamless service to the client. - Broad knowledge of web technologies and development methodologies, including User-Centred Design. Demonstrable track record of working	

	successfully with internal and external stakeholders at all levels to develop and deliver project management strategies.	
Aptitude and abilities	- High levels of initiative and pro-activeness. - Ability to establish good working relations with colleagues and stakeholders at all levels. - Ability to make a case persuasively. - Ability to work to tight deadlines and multiple priorities. - Ability to identify innovative and creative solutions to better meet the organisation's longer and shorter term aims.	
Personal Attributes	- Must share and exemplify the University's values. - Committed to self-development. - A good team player with excellent communication skills - Goal oriented with energy and resilience - Analytical problem solver - Creativity and conceptual thinking - Efficient and reliable. - Fully committed to contributing to a stimulating learning and working environment which is supportive and fair, based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.	
Other	Willingness to work long hours on occasion	