

CANDIDATE PACK

Senior Developer: SITS

Digital and Technology Services

UNIVERSITY OF
WESTMINSTER 



OUR UNIVERSITY

Under the inspirational leadership of Professor Peter Bonfield OBE, the University of Westminster is a place where discoveries are made, barriers are broken, diversity is celebrated and where everyone is welcome. Serving more than 21,000 undergraduate, postgraduate, apprentice and executive students, our mission is to transform the lives of young people from all backgrounds. We seek to make the world a more inclusive, sustainable, better and healthier place through our educational, research and knowledge exchange endeavours.

Since our founding in 1838 we have stood out as innovators, committed to tackling social inequalities. In 2021, our University ranked 2nd in England out of more than 100 higher education institutions for social mobility. The ranking - produced by the Institute for Fiscal Studies and the Sutton Trust - compares the number of students from low-income backgrounds at universities, and the extent to which their studies helped them to move up the income ladder. Westminster has the second highest performance among universities in England.

As we focus forward to 2029, we will continue to do so in a way that is true to our progressive, compassionate and responsible values. Our education offer will be more personalised and authentic, giving students from all backgrounds an opportunity of transformative learning, helping them succeed in their studies and professional lives. Our curriculum will be employability-linked, leading to stronger outcomes and helping prepare our graduates for the world of work and for life. Our research and knowledge exchange will enable us to maximise our positive impact on societies in the UK and around the world in an environment where everyone is inspired to succeed. Our priorities of wellbeing, inclusion and sustainable development will help us as we navigate through the challenges and opportunities towards 2029.



OUR PRIORITIES

The University's 2022-2029 strategy, *Being Westminster*, sets us apart and builds on our unique history and achievements. In our University, we value social justice, moral conscience, inclusivity and equality, acting positively together to make change for good.

The University of Westminster has three priorities.

WELLBEING

Working and studying together at Westminster as a community of students and colleagues is a big part of our lives – doing so in an environment that places our wellbeing front and centre helps us to be safe and feel safe. We care for the safety, health and wellbeing of those around us as well as ourselves.

INCLUSION

All Westminster, colleagues and students are in a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and is a place where harassment and discrimination are not tolerated. As a responsible institution, we strive to ensure and to champion equality. As a progressive institution, we take pride in our diversity. As a compassionate institution, we commit to an inclusive culture that allows students and colleagues to reach their full potential.

SUSTAINABLE DEVELOPMENT

We take inspiration from the 17 United Nations' Sustainable Development Goals (SDGs) in how we drive our actions and activities and governance across our University. As a community, we bring together our collective energies to play our part in addressing the climate crisis and inequalities to enable a more sustainable and socially just world. We are one of the top 20 universities in the world in SDG 5 for providing equal access and supporting the academic progression of women. We are one of the top 25 universities in the world in SDG 10 tackling economic, health based and international inequalities. We are in the top 50 universities in SDG 12 for promoting resource and energy efficiency, having a sustainable infrastructure, and providing access to basic services for all.



OUR OBJECTIVES 2022-2029

Against a backdrop of a changing and challenging higher education environment, the University has recently completed a major review of its objectives and strategy, and has published its commitments for the period 2022-29.

EDUCATION

We will offer personalised and authentic education, underpinned by an inclusive curriculum, to enable all our students, from all backgrounds, to engage in transformative learning and to succeed in their studies and professional lives. We will address global, political, and social challenges through a relevant demand-led and forward-looking portfolio. We will do this by offering authentic teaching, learning and assessment modes which immerse students in the wider-world through live projects, work-based learning and global opportunities. We will invest in our people to enable all teaching colleagues to plan and deliver exceptional learning experiences and professional colleagues to offer exceptional support. Students will be empowered by working in partnership with colleagues and fellow students to shape the Westminster experience. We will develop an integrated physical and digital environment that supports excellent practical, active and collaborative learning for all our students.

RESEARCH AND KNOWLEDGE EXCHANGE

Research and knowledge exchange are fundamental to our commitment to making a positive difference to the world and transforming lives. We are committed to research in four priority areas: Diversity and Inclusion; Health Innovation and Wellbeing; Sustainable Cities and the Urban Environment; Arts, Communication and Culture. Our excellence in research and knowledge exchange will infuse our education endeavour, inspiring and equipping our students as agents of change locally as well as globally. We will continue to grow our community of PhD researchers, ensuring that the Westminster postgraduate research experience remains sector leading and the foundation for great careers. In knowledge exchange we will focus on engagement with government, business and with the public and local community. We will achieve more when we identify shared interests and build partnerships with our communities and collaborate for the public good with a clear civic purpose.

EMPLOYABILITY

We will ensure that all our students benefit from employability-led learning and purposeful engagement with employers, business and industry, to give students from every background the best possible preparation for the world of work and enable the best possible employability outcomes. We will do this through the further extension and embedding of programmes such as work-based and placement learning; the Westminster Employability Award; Westminster Working Cultures; mentoring; and student enterprise. Employability-related learning will be a core and critical part of the courses and curriculum we offer, right across the University. It will be front and centre of life at the University for students and colleagues.



A key priority will be the development of a dedicated Centre for Employability and Enterprise at 29 Marylebone Road, intended to transform our student experience and our engagement with business, industry and employers. The Centre will provide a game-changing experience through which undergraduate and postgraduate students from across Westminster will come together and practise enterprise; develop an entrepreneurial mindset and skills; access training, work, projects, business advice and mentoring; and connect directly with employers. The future-focused environment of the Centre will scale up our employability provision, helping our students to be 'fit for the future' in the most challenging of post-pandemic labour markets and economic environments. It will strengthen links between our UK-based and international employer partners and our motivated, bright, work-ready students, affording employers access to a diverse mix of people right for the needs of the contemporary workforce.

GLOBAL ENGAGEMENT

We will raise the international reputation and reach of the University, ensuring that 30% of our undergraduate community and 70% of our taught postgraduates come to us from overseas. Overseas partnerships will remain central to our global engagements. We will prioritise the outward mobility of our students to partner institutions, Contributing to students' development of employability skills and competences. We will extend and deepen our Trans-National Education relationships. These partnerships, particularly that with Westminster International University in Tashkent, will move beyond franchised or validated arrangements to embrace employability, alumni-related research, CPD and knowledge exchange connections.



OUR STRUCTURE

ACADEMIC STRUCTURE

Our structure is built to deliver an enhanced learning environment, stronger and broader industrial, international and professional connections and pioneering and impactful research. The University comprises three Colleges:

Westminster Business School

- School of Organisations, Economy and Society
- School of Finance and Accounting
- School of Applied Management
- School of Management and Marketing

College of Creative Arts and Technologies

- School of Architecture and Cities
- Westminster School of Arts
- School of Computer Science and Engineering
- Westminster School of Media and Communications

Liberal Arts and Sciences

- School of Social Sciences
- Westminster Law School
- School of Humanities
- School of Life Sciences

The University Executive Board comprises:

- Vice Chancellor and President
- Deputy Vice Chancellor (Employability and Global Engagement)
- Deputy Vice Chancellor (Education and Students)
- Deputy Vice Chancellor (Research and Knowledge Exchange)
- Chief Operating Officer and University Secretary
- Three Heads of College

PROFESSIONAL SERVICES

Our Professional Services teams support the effective and professional delivery of our teaching, research and knowledge exchange and the management of student residences and sports facilities.

- Academic Registry
- Business Engagement and Graduate Futures Directorate
- Estates
- Finance and Commercial Activities
- Global Recruitment, Admissions, Marketing and Communications
- Digital and Technology Services
- People, Culture and Wellbeing
- Strategy, Planning and Performance
- Student and Academic Services
- Research and Knowledge Exchange Office
- Graduate School
- Learning Innovation and Digital Engagement



JOB DESCRIPTION

Job Title: Senior Developer: SITS

Reports to: Technical Lead BSO

Department: Digital and Technology Services

Grade: NG7

ROLE PURPOSE

Lead the technical development of the University's Tribal SITS Vision/e:Vision ecosystem, ensuring all software development is completed according to industry-standard best-practice, and in line with the University's development and release processes.

Provide technical expertise to the team, delivering high-quality software development to programme timelines, and providing quality assurance to other developers as needed.

Assess new requirements and upcoming Tribal version and patch releases to ensure impacts are fully understood and changes are planned appropriately.

PRINCIPAL ACCOUNTABILITIES

1. Lead the technical development of the SITS Vision/e:Vision ecosystem from design through to implementation, including coding, configuration, maintenance, installation, testing, and debugging, delivering to timelines and producing supporting technical documentation in line with best-practice and according to University processes. Contribute to application standards and procedures including security and GDPR guidelines.
2. Act as technical owner of Westminster's SITS ecosystem providing expertise and industry-standard best-practice to mentor and help develop Developers and Administrators.
3. Ensure everything produced by the SITS Vision/e:Vision development team is of good quality by performing code, design and test reviews and delivering feedback in a constructive and supportive manner. This will include reviewing the work of third-party contractors, peers and other colleagues to reduce defects and incidents in the production environment.
4. Work with the Team Lead and Tech Lead to help identify and evidence opportunities to utilise drive efficiency and automation. Work with the wider team to evaluate requirements, advise on alternatives, and the implications of new or revised processes.
5. Support the delivery of Westminster's product roadmap by acting as technical expert to evaluate the feasibility of new opportunities and translating business requirements into technical solutions with associated delivery estimates.



6. Gain and maintain a full and thorough understanding of the current Tribal Vision/e:Vision ecosystem (including apex code, configuration, and integrations) and provide recommendations for simplification where practicable.
7. Develop accessible and highly interactive user interfaces for internal and external users to drive utilisation of the platform. Develop, where needed, custom applications using SITS and integrate with other Westminster applications.
8. Act as third-line technical support to evaluate and fix reported production issues, working within agreed SLAs and ensuring both the customer and wider team are kept updated with progress.
9. Manage the Sandbox environments, including oversight of ongoing development activities and system administration. Oversee migration of code and configurations across development and production environments, including planning, testing and change management. Ensure all team members are fully aware of and comply with both technical and process frameworks in this regard.
10. Work with: other teams within Digital and Technology Services (DTS) to maintain integrations both into and out of SITS.
11. To undertake any other duties within their competence and appropriate to the grade as required by the line manager including deputising for the Technical Lead BSO .

CONTEXT

Digital and Technology Services (DTS) delivers a comprehensive portfolio of IT services to the University's user community of ~20,000 colleagues and students across a number of sites in the West End of London and Harrow. The department is clustered into IT Operations, IT Developments and Digital Transformation. The University uses Tribal SITS Vision and e:Vision to provide its Student Record System, one of the core business critical applications that underpins all student administrative functions in the University. As part of these functions, the team are required to manage and maintain a continuous backlog of improvements as requested by the business users, as well as ensuring systems comply with statutory and security requirements.

The Tribal application stack is key in the management of student data, and has interfaces to dozens of other internal key systems, as well as with government bodies.

DIMENSIONS

Staffing: The post holder will not have line management responsibility but will be expected to provide technical expertise to other Developers; they will quality assure the work of peers and developers and provide guidance to all levels of stakeholders.



Budget: The post holder will be required to contribute to costing estimates but will not have budgetary responsibility.

Hours: The post holder will work 35 hours per week between the service hours of 08:00 and 18:00, the post holder may be required to work evenings and weekends from time to time where project/operational needs demand; this will be agreed by prior arrangement.

Location: All University appointments are made on the understanding that colleagues may be asked to serve at any of the University's sites should the need arise. The post holder must also work in accordance with any agreed service levels.

Professional Development: The University of Westminster is committed to continuous professional development, and the post-holder will be encouraged to participate in professional activities and to develop new skills where necessary.

Health and Safety: The post holder is required 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.



PERSON SPECIFICATION

QUALIFICATIONS

Essential

- Degree level qualification in a relevant subject, or demonstrable and relevant equivalent experience
- Knowledge of SQL
- Knowledge of SITS System Tools (Uniface, URMON and backend infrastructure).

Desirable

- Technical knowledge of Stutalk
- Technical knowledge of supporting web technologies (CSS, JavaScript, JQuery, etc)
- Knowledge of SITS API's
- Knowledge of testing frameworks, automation and tools.
- Technical Knowledge of Mulesoft

TRAINING AND EXPERIENCE

Essential

- Significant experience working as a SITS Lead Developer in either Vision or e:Vision
- Significant e:Vision development experience, including Tasking, IPP etc
- Significant experience of writing scripts, stored procedures and other queries in SQL
- Experience of developing using version/source control, continuous integration tools, and DevOps principles.
- Experience with DevOps tools such as JIRA and GitHub
- Experience of creating solutions that are architecturally sound, maintainable and scalable.
- Significant hands-on development experience using configuration, HTML, CSS, JavaScript, JQuery etc
- Experience of drafting formal documents including reports, presentations, and technical documentation
- Significant experience of working on the implementation of major new IT systems
- Demonstrable experience of technical leadership within a complex business systems environment, including the specification of architecture and management of testing.

Desirable

- Experience of working within Technology Services within Higher Education
- Experience with Tribal MySITS and Remedy
- Experience with Windows Servers (application, Web & Database).



APTITUDES, ABILITIES AND PERSONAL ATTRIBUTES

Essential

- Customer-oriented and innovative approach to service design and delivery
- Ability to motivate individuals to meet or exceed planned objectives or/and targets
- Finely tuned stakeholder management skills to ensure effective engagement at all levels
- Excellent prioritisation skills to support the delivery of challenging sprints while effectively managing resource availability.
- The ability to assess complex issues and to apply originality in modifying existing approaches to solve problems.
- Effective supplier management skills to ensure suppliers meet the demands and expectations of the University.
- Ability to present information effectively to diverse audiences and influence and develop strategic conversations; ability to produce clear and concise documentation for board level consumption
- Excellent organisational, written and verbal communication skills
- A flexible and adaptive approach to deal with changing priorities and challenging deadlines
- Keenness to research current marketplace and keep up to date with changes to the Tribal ecosystem.
- Methodical, calm and clear-thinking under pressure
- Flexibility to work out of hours on occasion to meet user or service expectations
- Fully committed to a stimulating learning and working environment which is supportive and fair, based on mutual respect and trust, and in which harassment, sexual misconduct, discrimination and victimisation are neither tolerated nor acceptable.



HOW TO APPLY

To apply for this vacancy, please visit our [vacancies page](#) where you will be able to register as a candidate and complete your online application.

You will be requested to upload a CV which will be used to populate relevant sections of your application. You will also be requested to complete a concise statement in support (ideally no longer than 1000 words), addressing the criteria in the Person Specification and your motivation for applying.

The deadline for receipt of applications is 11.59pm on 03 August 2026.

Interviews will take place on 17 or 21 August 2026.

An appointment will be made subject to proof of eligibility to work in the UK and satisfactory references being obtained.

At the University of Westminster, diversity, inclusion and equality of opportunity are at the core of how we engage with students, colleagues, applicants, visitors and all our stakeholders.

We are fully committed to enabling a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.

The University has adopted Smart Working principles to support and further our Equality, Diversity and Inclusion aims of being an inclusive, collaborative and flexible employer. Further details of Smart Working can be discussed at interview stage.



OUR BENEFITS

The University offers a range of wellbeing and work-life balance benefits to recognise and reward the essential contribution our colleagues make to success and growth. Our benefits are inclusive for colleagues of all backgrounds including LGBTQ+ colleagues, disabled colleagues, pregnant colleagues, parents and carers, as well as colleagues of all genders, age, ethnicities, nationalities, religion and beliefs, and marriage and civil partnership status.

- 35 days annual leave per year, plus bank/national holidays and University of Westminster closure days (pro-rata for part-time staff).
- A generous occupational pension scheme.
- Annual incremental progression and/or cost of living reviews.
- Generous maternity, paternity and adoption leave.
- Flexible working and smart working.
- Learning and development opportunities.
- Free membership rates for a wide range of sporting facilities, including gyms at Regent Street and Harrow campuses, as well as the Chiswick Sports Ground.
- Employee assistance programme.
- The opportunity to participate in other attractive employee benefit schemes such as Cycle to Work, Eye Care Vouchers, Season Ticket Loans, and Give As You Earn.





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