
Post: Information Systems Developer	Grade: PO5
Directorate: Corporate Services	Responsible to: Head of Research, Development & Transformation
Team: R&D	Responsible for: n/a

Poplar HARCA prides itself on creating an environment that supports a healthy work life balance for all our staff. We have a commitment to providing policies that encourage flexible working around individual needs. Aligned to this is our commitment to offering a sector leading range of benefits including a generous holiday allowance of 25 days and bank holidays plus 3 days between Christmas and New Year with increases in holiday allowances after 2 and 5 years.

We provide accredited training and development opportunities with a genuine desire to provide staff with the skills and tools to deliver their best.

We offer a generous pension scheme contribution and additional healthcare benefits with a health cash plan covering medical, dental, wellness and vision (plus optional family coverage).

Additionally, there is the opportunity to buy/sell annual leave; ongoing learning and development opportunities; flexible working; season ticket and cycle loans; wellness programmes including yoga and meditation.

About the role

We have a diverse suite of software applications which are the target of a comprehensive digital transformation program providing a great opportunity for the successful candidate to work on a range of systems and solutions.

We need to digitalise existing processes, products and services providing a fresh new contemporary look and feel for users. These developments and implementations require project management providing an exciting environment for software developers seeking continual change, improvement and challenges.

We provide services to staff, customers and stakeholders and there is a need to design effective and efficient technological solutions that deliver great front-end and back-office experiences and improved functionality across all platforms.

You will work closely with the Assistant Director & Head of Department managing the continuous improvement of strategic technology systems and processes.

We continually seek opportunities to deploy new technologies to benefit the business and we are actively researching how to deploy AI/ML into our services, and we have embarked on an exciting use of IoT across the organisation which is providing new opportunities for development.

Main Duties and Responsibilities

1. Design, develop and implement improvements to housing management systems
2. Develop and maintain good working relationships with suppliers to benefit Poplar HARCA
3. Develop and maintain internal systems, including intranet, databases, scripts, web and GUI applications
4. Develop functionality for in-house applications.
5. Design, develop and deploy new applications.
6. Design, develop and implement cloud technologies/solutions
7. Embrace failure as a means of encouraging innovation, using learning to improve

8. Ensure GDPR compliance and secure by design is a key tenet in developing solutions
9. Integrate and develop systems making use of Web services/APIs.
10. Maintain a data dictionary
11. Maintain an expert knowledge of and skills in technological advancements
12. Maintain industry standard software development documentation and code release procedures
13. Make recommendations for improvements through the use of technology
14. Manage information systems projects
15. Proactively identify and mitigate risk
16. Provide management information using business Intelligence and AI tools
17. Revise, design and add to products that develop and support source code

General

Perform other duties as may be reasonably required by your line manager or other manager.

Undertake out of hours work and travel. Conduct yourself in line with the standards of conduct and behaviour detailed in Poplar HARCA's standards. These include awareness of risk, health and safety, data protection, ICT use and embracing diversity.

Post:	Information Systems Developer	Team:	Research & Development
Directorate:	Corporate Services	Grade:	PO5

All criteria are essential unless stated otherwise.

	Criteria
1. Education, Qualifications, Training	<ul style="list-style-type: none"> a. Relevant degree or equivalent/comparable qualifications or experience
2. Skills / Orientation	<p>Can:</p> <ul style="list-style-type: none"> a. Communicate effectively with a variety of audiences b. Manage and deliver projects c. Problem-solve d. Write HTML / JavaScript e. Write transactional SQL f. Cloud computing (i.e. AWS, Azure, Docker, Lambda and RDS)
3. Experience	<p>Has:</p> <ul style="list-style-type: none"> a. Achieved under pressure in a fast-paced environment b. Created and used web services/APIs c. Developed MS SQL Server/ MYSQL/ Progress Databases d. Managed and delivered technological projects e. Worked with C# in Visual Studio f. Working with Orchard Housing System g. Integration Experience with Microsoft 365 suite h. Cloud infrastructure including AWS, Azure, Docker, Lambda and RDS (Relational Database Services) i. Worked with JavaScript Frameworks; ideally Vue.js, including Angular, React, jQuery j. Microsoft Office applications; k. Server applications; l. Windows server infrastructure; m. Understanding of networking technologies to be able to diagnose and troubleshoot. n. Telephony – 8x8 with Teams (Desirable) o. Working flexibly to achieve results. p. DHCP, DNS, TCP/IP, Internet security (Desirable) q. Storage, document management (i.e.S3 Buckets, SharePoint)
4. Knowledge	<p>Knows how to:</p> <ul style="list-style-type: none"> a. Apply PPM methodologies including agile & waterfall b. Apply relevant legislation, regulation and best practice including (but not limited to) GDPR c. Apply skills across current and emerging technologies d. Design databases, data structures, and normalisation e. Integrate software and systems including API, web services etc. f. Maintain appropriate systems and procedures g. Understanding of object oriented design principles
5. Key Competencies	<ul style="list-style-type: none"> a. Achieving Results b. Informed and informing c. Open to change d. Partnership Working e. Personal Progress

	Criteria
	f. Problem Solving g. Putting others first