

Job Description

Job Title	.NET Senior Analyst Developer		
Directorate or Region	UK	Department/Country	ITS / Poland
Location of post	Warsaw	Pay Band	E/ Pb 8
Reports to	Kshipra Singhvi	Duration of job	1.5 year FTC

Purpose of job:

To act as the technical lead or senior member on large development projects; to consult, analyse, specify, design, develop, integrate and support application solutions, as enablers for British Council's global business activities, throughout their lifecycle. To be responsible for the definition and /or implementation use of corporate standards for application solution development processes, methodologies and tools, covering the entire range of application solutions from commercial, through off the shelf packages to customised and bespoke systems.

Context and environment:
Global Business Services

- **Our mission:** To support British Council growth by delivering customer-orientated services, innovative technology and streamlined business processes.
- **Our vision:** "The Chosen Professional Service Provider"
- **Our values:** Professional, Joined-up, Flexible, Customer-focused

Accountabilities, responsibilities and main duties:
1. Business Analysis

Co-operates with senior client and IT staff as required, conducting investigations at a high level for requirements specifications and feasibility studies. Maintains technical awareness at a level where alternatives can be analysed, modelled and classified according to technical feasibility and non-functional characteristics. Ensures that views of all parties are considered, verified and validated within the stakeholder community. Ensures appropriate prioritisation is applied to meet business objectives.

Utilises business experience and skills to assess and advise on the practicability of alternatives, marrying up technical limitations with operational realities.

Defines, plans and justifies (in business terms) projects to develop/implement automated and non-automated components of new or changed processes.

2. Systems Design and Development

Specifies and designs large or complex systems, covering for example: objectives, scope, constraints (such as performance, resources etc.), hardware, network and software environments, main system functions and information flows, data load and implementation strategies, phasing of development, requirements not met, and alternatives considered.

Takes a leading technical role in systems development projects, both within systems design and in interfaces with other stages of development. Evaluates and undertakes impact analysis on major design options.

Leads the assessment and selection of suitable software packages to meet all or parts of specified requirements.

Documents all work using required standards, methods and tools, including prototyping tools where appropriate.

Coordination and conduct of application testing (new support packages, releases, functionality and customising) in close co-operation with the technical team.

3. Business Process Improvement

Establishes requirements for the implementation of significant changes in business functions and process, organisational roles and responsibilities and scope or nature of service delivery. Analyses business processes and identifies business factors influencing the development of new or alternative processes. Assess feasibility and assesses options for the implementation of improved business processes. Recommends new approaches, typically seeking to exploit new technology components.

Evaluates the financial, cultural, technological and organisational factors which must be addressed in change programmes. Assesses the implications of new processes on both people and organisation and identifies the activities necessary to ensure a smooth transition to new processes.

Plans and manages process improvement projects, ensuring the smooth integration of new business processes with organisational structure and culture.

Monitors and reports on the progress of development projects. Maintains an emphasis on the early identification and, where possible, rectification of problems and deviations from schedule, including changes in requirements, especially where these have resource implications.

Takes responsibility for systems development personnel overseeing, in association with others as necessary, their recruitment, training and development.

4. Support

Undertakes analysis and resolution of escalated support and problem calls from the British Council's first line support teams.

Problems and incidents are diagnosed, evaluated and resolved successfully meeting agreed standards and service levels. Enquiries receive an initial response within an agreed timescale, and the final responses are comprehensive, comply with corporate standards and meet the enquirer's needs.

5. Technical Specialism

Proactively maintains and grows an awareness of current developments in the technical specialism and their application within the BC for business benefits.

Identifies opportunities to apply the technical specialism within the organisation.

Provides quality assurance of activities involving the technical specialism.

6. Line Management

Line Management of staff as appropriate. Ensure HR advice, standards and policies are followed.

Job plans of managed staff are finalised in time. Performance review and appraisals are conducted in a timely manner, workload allocations/timekeeping are monitored and internal/ external training requirements are identified and actioned.

Key relationships: (include internal and external)

- Application teams in UK and India
- ITS teams (e.g Technical Architecture, Infrastructure, Service Management, Finance and IT Shared Service Centre)
- Business stakeholders
- Partners and suppliers based globally

Other important features or requirements of the job

Some travel and unsocial/evening hours may be required from time to time.

Please specify any passport/visa and/or nationality requirement.

Right to work in EU and ability to travel to UK and India

Please indicate if any security or legal checks are required for this role.

n/a

Person Specification

	Essential	Desirable	Assessment stage
Behaviours	<p>WORKING TOGETHER</p> <p>(More demanding: Creating the environment in which others who have very different aims can work together)</p> <p>Knowing that we will achieve more with other people than we can do separately, by sharing goals and resources to add more value.</p> <p>I work towards common goals with others. I do this by agreeing effective and respectful ways of sharing success. I generate mutual support, shared benefits and promote interdependence.</p> <p>BEING ACCOUNTABLE (Most demanding: Showing real dedication to the long-term mission of the British Council or the team)</p> <p>I show accountability and commitment to the British Council and I demonstrate resilience and determination. I hold myself and others responsible for delivering goals</p>		<p>Interview</p> <p>Interview</p>

Skills and Knowledge	<p>Strong hands on experience in design, development and support of n-tiered Microsoft .NET based applications and experience of working in a global matrix-managed environment.</p> <p>Strong communication skills both oral and written</p> <p>Requirements Engineering, System Architecture and Design.</p> <p>The software development lifecycle Agile/Scrum development methodology Production, review, update and maintenance of a variety of documentation including but not limited to; business and system analysis, requirements / technical / functional specifications, etc.</p> <p>Proven ability to effectively interact with business users, key stakeholders, development and support teams and technical architecture community in a global environment across multiple countries and cultures, throughout the project lifecycle from requirements gathering to Service Introduction.</p> <p>Desirable :</p> <p>Review, Quality check and production of system design to ensure selection of appropriate technology, efficient use of resources, and integration of multiple systems and technology. As part of technical community, aid in the selection of architecture components. Provide technical assurance that the system architecture balances functional, service quality, and systems management requirements.</p> <p>Assist, coach, mentor and guide development team members in all aspects of application solution integration, customisation and development lifecycle.</p>		Application, Interview
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Technical Experience	<p>.NET Application development experience</p> <p>A proven thorough understanding of the following industry methodologies /technologies / concepts; and formal in-depth support and development experience:</p> <ol style="list-style-type: none"> 1. N-tier application architecture design, development and integration (Using Object Oriented Design Frameworks and Patterns). Integration, designing and building applications for SOA e.g. using SOAP, Web services, XML/JSON data exchange <ul style="list-style-type: none"> • .NET C# • Entity Framework • MVC • IoC / Dependency Injection • WCF • HTML • JavaScript • JQuery • ASP.NET • AJAX • CSS 2. Relational Database client and server technologies: SQL Server (2000 or later), SQL Reporting Services, PL/T SQL, SQL scripting, DTS/ SSIS, Microsoft SQL Reporting Services , Simple SQL Server DBA Tasks as Create\backup\restore database Create tables, views, stored procedures, functions, defaults Security (users and roles) 3. Configuration of Internet Information Server (IIS) <ul style="list-style-type: none"> • Application pools • Web sites • Security 4. Desirable : Understanding of Infrastructure integration - Virtualisation, IIS, Application working in DMZ and LANs, understanding of AD, DNS, IT security- firewalls/ encryption; MS Client platforms and technologies as Windows OS, MSOffice, browsers. 		Application, Interview
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Qualifications	Microsoft certifications	Desirable	
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Submitted by	Kshipra Singhvi	Date	4/8/2013
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