

Staffordshire Police - Role Profile

Digital Data and Technology (DDaT) - Developer

Grade/Rank:	I
Directorate:	Digital, Data and Technology (DDaT)
Reports to:	DDaT Manger: Development
Direct Reports:	Associate Developers

Role Purpose

Digital, Data and Technology are responsible for transforming and supporting all of the force's digital technology needs.

Within the Strategy and Transformation team responsible for ensuring the Digital, Data and Technology (DDaT) understands current and future requirements for the force, the technology marketplace, and as a result identifies opportunities for leveraging information and digital technology to benefit the force.

Strategy and Transformation and maintains the overall technical architecture solution for the force, ensuring that all work undertaken across the force adheres to agreed standards, design principles and architecture methodology (in terms of technology, information and security).

This team is responsible for translating organisational requirements into technical detailed designs and solutions that can be implemented via internal or external resource.

This role is a hands-on development or software engineering role to exploiting new technology opportunities across the force, based on new and existing applications, to ensure better integration and more access to knowledge due to improved data integration.

The role holder will be expected to identify areas of opportunity where new software solutions or new interfaces will drive forward data driven policing initiatives and allow more intelligent and more powerful usage of the force's IT systems. Design, Build, Test and implement solutions in a continuous and iterative development cycle

Key Tasks and Responsibilities:

- Explore and develop new solutions and opportunities, including interface initiatives, software changes, database structures, or changes to underlying architecture;
- Responsible for end to development lifecycles, i.e Design, build and support of developed solutions including Peer review and QA.
- Management of code repositories (IDE) ensuring version control and good release management
- Responsible for development in well-established Languages (C#, Java, dot Net etc) as well as low and no code solutions
- Scrutinise and enhance the integration design between applications for all software solutions delivered by Technology Services;
- Fully contribute to any impact assessment process to provide SME input on proposed initiatives;
- Seek to continually propose new integration solutions which provide increased efficiency and business effectiveness through data transformation between interfaces;
- Discover new ways of sharing data between systems to ensure functionality is not duplicated;
- Use data transformation opportunities to link systems together to present enhanced intelligence to the end user;
- Present new innovation proposals to stakeholders at various levels of technical understanding within the force;
- Engage with end users to define and promote suitable technology solutions;
- Support and contribute as necessary to the Technical Design Authority;
- Provide consultancy engagements and report writing;
- Maintain an awareness of appropriate commercial and technical developments to allow advice to be given on providing future IT & Digital solutions;
- Liaise with user departments and other sections of technology in the implementation of new systems, software and hardware, focusing on existing systems and compatibility with existing platforms;
- Evaluate existing operational systems to identify improvements to the system environments which would allow smoother integration between solutions;
- Ensure that any proposed design or alteration is well considered and supportable;

Behavioural Competency Framework (BCF)

The Behavioural Competency Framework (BCF) has six competencies that are clustered into three groups. Under each competency are six levels that show what behaviours will look like in practice. This role should be operating at the following levels:

Resolute, compassionate and committed

We are emotionally aware	Valuing Diversity	3
	Managing Sensitivities/Political Savvy	3
We take ownership	Customer Service	3
	Maintaining Accuracy/Sustainable Working	4

Inclusive, enabling and visionary leadership

We are collaborative	Partner Working	3
	Managing Complexity/Strategic Planning	4
We deliver, support and inspire	(self) Leadership	4
	Supporting Colleagues/Coaching & Mentoring	4

Intelligent, creative and informed policing

We analyse critically	Problem Solving	4
	Situational Judgement	4
We are innovative and open-minded	Continuous Improvement	4
	Futurology	4

Digital, Data and Technology Professional Capability Framework roles in government, and the skills you need to do them

Each role level in this framework includes a list of required skills. Each skill is assigned one of 4 skill levels, reflecting the required proficiency:

1 Awareness, 2 Working, 3 Practitioner or 4 Expert.

Coding & scripting	1	Development process optimisation	2
Availability and capacity management	2	Systems design	2
Information security	3	Systems integration	2
Modern standards approach	3	Programming and build (software engineering)	3
Prototyping	3	Service support	2
User Focus	3		

Skills for the Information Age (SFIA)

The global skills and competency framework for the digital world

Autonomy	Influence	Complexity	Business Skills	Knowledge
Level 3	Level 3	Level 3	Level 3	Level 3
1 – Follow 2 – Assist 3 – Apply 4 – Enable 5 – Ensure, advise 6 – Initiate, influence 7 – Set strategy, inspire, mobilize				

Skills, Qualifications and Experience

Essential:	Desirable:
<ul style="list-style-type: none"> Post graduate qualification or equivalent experience Significant experience of working within IT and implementing latest integration technologies An ability to identify integration opportunities Able to present complex technical concepts in executive summary reports Previous experience in data visualisation techniques and systems integration Good knowledge Enterprise grade IDE i.e. Visual Studio 	<ul style="list-style-type: none"> Previous transformation experience Demonstrable change achievements and systems integration Working knowledge of databases and infrastructure technologies ITIL Certified or awareness

Special Conditions			
Own car for business use	No	Full UK Driving	No
Higher level vetting required	MV	Fixed Hours	No
Requirement to wear Uniform	No	Shift allowance	No
Requirement for post entry training	No	Weekend working expected	Some
Fixed term or temporary role	No	Politically Restricted	No
On call/standby rota	No	Flexitime Role	Yes
Notice Period	3 months		