

Person Specification

Job Title: Software Engineer, Custom Solutions

Reports To: Project Leader, Team Leader and Team Partner, Custom Solutions

Profile

	Essential	Desirable
Education and Training	<p>Honours Degree (first class or upper second class), or equivalent qualification, in one of the following</p> <ul style="list-style-type: none"> • Software Engineering • Computer Science <p>Higher Grade (B grade or higher), or equivalent qualification, in each of the following</p> <ul style="list-style-type: none"> • English • Mathematics <p>Full UK driving license</p>	<p>Use of a car</p>
Relevant Experience	<p>Software Engineer</p> <p>3 years commercial software development experience of complex software solutions involving RDBMS (minimum of 2 years involving Delphi) across a range of business areas with significant experience in the following stages of the development lifecycle</p> <ul style="list-style-type: none"> • Requirement gathering, analysis and specification • Design of data model and software modules • Construction and testing • Deployment and training • Transforming and migrating legacy data • Support and maintenance • Production of technical documentation 	<p>Commercial .NET software development.</p> <p>Commercial experience of:</p> <ul style="list-style-type: none"> • Estimation and Proposal/Quotation • Design of system architecture (including interfaces to third-party / in-house systems) <p>Experience of delivering training and presentations.</p>
Specialist Skills and Knowledge	<p>Database</p> <p>Excellent theoretical knowledge and demonstrable practical skills in</p> <ul style="list-style-type: none"> • Relational Database Design (complex systems) • SQL – Data Definition Language • SQL – Data Manipulation Language (complex queries) • Performance optimisation <p>2 years commercial software development experience in at least one of the following RDBMS</p> <ul style="list-style-type: none"> • Microsoft SQL Server • Oracle Database Server • Borland InterBase • Firebird 	

	<p>Programming</p> <p>Excellent theoretical knowledge and demonstrable practical skills in</p> <ul style="list-style-type: none"> • Object Oriented Programming <p>Commercial software development experience in at least one of the following OOP languages</p> <ul style="list-style-type: none"> • Delphi (mandatory, minimum 2 years) • C# • Java • VB.NET • C++ <p>Quality</p> <p>Thorough understanding and appreciation of</p> <ul style="list-style-type: none"> • Software engineering principles • Software quality issues 	<p>Commercial software development experience in at least one of the following web technologies:</p> <ul style="list-style-type: none"> • ASP.NET • ASP • JSP • HTML • JavaScript <p>Experience of working to an ISO 9001 / TickIT compliant quality management system.</p>
<p>Personal Style and Behaviour</p>	<p>Communication and Working Relationships</p> <p>Excellent communication (written and verbal) and interpersonal skills, able to communicate clearly, effectively, and efficiently, and form effective working relationships with</p> <ul style="list-style-type: none"> • Clients • Colleagues • Suppliers • Third parties <p>to meet the needs of The Solution Works and its clients.</p> <p>Fostering Success</p> <p>Genuine concern for the overall success of the team and wider business, manifested through</p> <ul style="list-style-type: none"> • Ability and willingness to undertake a number of roles and work streams as required • Enthusiasm and a genuine interest in software development • Commitment to ongoing personal development • Commitment to sharing ideas openly and freely, providing considered feedback and promoting realistic improvement to processes and products • Clear sense of ownership of issues and their outcomes • Respectful and encouraging attitude towards colleagues • Determination to be an appropriate role model to colleagues, engendering a high level of motivation 	

	Personal Attributes <ul style="list-style-type: none">• Professional and presentable• Positive attitude	
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