Backend Developer
Role Profile

The Union's vision is that: **Every student loves their time at Southampton.**

Your role in contributing towards achievement of this vision is described below.

Main Purpose of Role:

1) To develop new and existing solutions based on business needs
2) Improve user experience and functionality of systems
3) To develop and support the SUSU digital system

Responsible to: Head of Digital

Responsible for: Web Developers (Support Staff)

Band: E

Main Duties of the Role

To develop, support & review new and existing digital solutions based on business needs

- Maintain awareness of current online and digital trends and latest web design & programming techniques
- Work with clients to develop clear specifications and timescales for project delivery, clearly communicating & explaining technical concepts
- Project manage delivery of new digital systems, or upgrades to existing, and ensuring deadlines are achieved
- Produce functionality for client's needs as specified in project briefs, and continue to liaise with clients during development
- Review existing systems and identify enhancements & updates, in collaboration with end users and system owners
- Support the SUSU media groups with their websites & online systems, providing expert advice, project management and best practice knowledge
- Responsible for the development & maintenance of hosting for student clubs & societies websites
- Assist with the development of system roadmaps and long-term planning for development work and delivery

Improve user experience and functionality of systems

- Develop technical documentation and support guides for SUSU digital systems.
- Deploy and review analytics and other feedback mechanisms to identify and resolve issues, and gather user feedback

- Assist in the development and expansion of our systems to improve functionality and user experience.
- Implementation of security and data protection to secure the personal data of users.
- Provide advice to staff and students with regards to data security and GDPR principles

To develop and support the SUSU digital system
- Provide training & support to our staff and members in using the SUSU digital system and online systems.
- Deliver day-to-day maintenance tasks of our digital infrastructure and website, including backup provision.
- Maintain and develop new features to the SUSU digital system
- Liaise with the University of Southampton IT department as required
- Work with the Marketing department to integrate the SUSU brands online
- Manage the student web developers, assign tasks & rotas, and review code submissions before live deployment

Contribute to the overall effectiveness of the Union by
- Developing and maintaining relationships with key internal and external stakeholders
- Participating in and driving personal learning and development
- Attending all meetings and training events, as required
- Ensuring that statutory and legal obligations are met
- Supporting the implementation of the Union plan, promoting our aims and values through the goals of the departments Operational Plan
- Promoting the Union's various policies within your work, in particular Health & Safety, Equality & Diversity and Ethical & Environmental
- Contributing to the positive image of The University of Southampton Students' Union with students, University and the local community working with the team to ensure a full service is provided at all times, providing cover as necessary
- Ensuring personal knowledge and skills are updated to ensure effectiveness in meeting work objectives
- Completing such other duties as may be reasonably prescribed by the Union, appropriate to the grade and responsibilities of the post

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Role Specification

We have described below the range of experience, qualifications, knowledge, skills and attributes we are looking for. We will use this to manage our selection process and also to identify any training and development needs once in post.

KEY/QUALIFICATIONS/EXPERIENCE REQUIRED	ESSENTIAL	DESIRABLE
Relevant degree level qualification (IT, computer science, programming, software engineering)		X
Experience of using back-end web programming languages (specifically PHP, JavaScript, HTML/CSS), including jQuery & Bootstrap	X	
Experience of integrating external APIs and 3rd party systems	X	
Experience of database technologies (specifically MySQL/MariaDB)	X	
Experience of working with PHP frameworks such as Laravel or CakePHP and MVC approach to programming		X
Experience of configuring DNS & website domains, including SSL certificates		X
Experience in delivering projects and project management principles	X	
Experience of using frontend framework such as vue.js		X
Experience of agile development		X
Working with a complex CRM system supporting all functionality of the system		X
Experience of working with a range of IT systems	X	
Experience of using & supporting Linux (Debian) operating systems	X	
Working as part of a team on development projects		X
Experience of collaborating, developing, and using git version control and unit testing	X	
Experience documenting systems and developing user guides		X
Experience creating and reviewing technical policies, guidelines, and standards		X
A good knowledge of best practice within IT systems		X
Knowledge and understanding of relevant legislation, including GDPR	X	
An understanding of accessibility and security compliance, including OWASP		X

Excellent communication skills, with the ability to relate to and communicate effectively with people at all levels	X	
Capable of delivering training to both technical and non-technical background		X
Excellent organisational skills with the ability to prioritise and manage a varied workload in a busy operating environment and the ability to delegate appropriately.	X	
Experience of supervising volunteers or staff.		X

Our Values

As an organisation, our values underpin our work and guide what we live by in order to achieve our mission:

Stand Strong

Join Together

Take Responsibility

We stand up for students and make sure their voice is heard.

We stand strong when facing challenges and are not afraid to be different. We think big and work to achieve great things.

We are an inclusive and diverse community of students and staff

We join together with each other, the University, and the local community to make a positive difference.

We take action on the issues that matter to students and act with integrity.

We continually work to be more sustainable, challenge discrimination and prejudice. We strive to be a force for good for students and wider society.