



Person specification			
Post title	IT Developer	Grade	G
Service Area	IT Service	Section/team	IT Exploitation

Shortlisting Number	Criteria	Essential\Desirable	Method of assessment
Skills, knowledge, experience			
S1	Ability to embrace the values of KMBC	Essential	I
S2	Some experience of involvement in the delivery of IT Support with the ability to produce accurate work on time, in budget and to user satisfaction.	Desirable	A/I
S3	Experience of working as part of a team in the successful delivery of IT development projects.	Desirable	A/I
S4	Evidence of understanding and experience of applications and BI development, for example: C#, VB, Javascript, T-SQL. MVC, MVVM, ORM, Entity Framework. Visual Studio, Eclipse, Azure Dev Ops / Team Foundation Server, SQL Server Management Studio. Rapid application development tools e.g. Mendix Studio Pro. Qlik, Power BI.	Essential	A/I/T
S5	Ability to think creatively using researched information to inform future IT service delivery.	Desirable	A/I/T
S6	Ability to assist in the analysis of problems, make quick decisions to restore service.	Essential	A/I/T
S7	Ability to work and communicate with customers to resolve operational issues.	Essential	A/I
S8	Able to manage own time.	Essential	A/I/T
S9	Ability to prioritise and work to tight timescales.	Essential	A/I/T
Personal attributes and circumstances			

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P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	Essential	I, AC, P
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	Essential	I, AC, P
P3	A demonstrable willingness to share information and work with other people.	Essential	I, AC, P
P4	Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	Essential	I, AC, P
Communication			
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	Essential	
Qualifications			
Q1	Evidence of continuous professional development	Desirable	A, C
Q2	Sound education background or work experience in this field	Desirable	A, C
Health and safety			
H1	Ability to use equipment as instructed and trained Ability to inform management of any health and safety issues which could place individuals in danger	Essential	

A = Application form **C** = Certificate **E** = Exercise **I** = Interview **P** = Presentation **AC** = Assessment Centre **T** = Test

Date	Approved by authorised manager	Designation

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people

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- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people**
- **Emotional resilience in working with challenging behaviours**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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