Job description

Job title: Junior Developer
Level: Manchester Level 5
Directorate: Resources
Location: Manchester
Reporting to: Lead Web Developer

Job purpose

You will be within a team of developers working on a number of important web projects, both public-facing and internal. Our goal is to deliver high quality digital experiences and provide excellent internal systems - and you will be instrumental to making that happen.

Bringing a blend of self-motivation and collaborative spirit to the project, you’ll enjoy a wide-ranging impact. This will span everything from upholding our standards of coding and testing, through to championing investment in automation for rapid changes and releases. Contributing to an agile development process, you’ll work closely with your fellow developers, product owners, business analysts and solution architects to establish solutions that meet users’ needs.

Main responsibilities

1. Producing detailed specifications and developing code according to guidelines.
2. Convey technical detail to a variety of audiences.
3. Reviewing and understanding our current systems and architecture.
4. Presenting ideas for system improvements, including cost analysis.
5. Working closely as a team with developers, analysts, product owners and stakeholders.
6. Testing output in controlled, feasible situations.
7. Maintaining systems, both new and legacy.
Any other reasonable duties as may be assigned from time to time.

November 2019
**Key skills**

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**Key skill 1 – technical knowledge and skills**

a. Some knowledge of strongly typed languages such as C#

b. Exposure to common web development patterns such as MVC and REST

c. Experience of using code to test code

d. Some knowledge of common development patterns such as SOLID

e. Experience of databases, whether SQL or NoSQL

f. Knowledge of front-end development and how it differs from back-end development in a web context

**Key skill 2 – communications skills**

h. The ability to write in clear and concise plain English to produce letters and other documents that are factually accurate. He or she must therefore be able to write in clear, concise and accurate plain English always projecting the GMC’s commitment to excellent customer service.

i. Ability to present and summarise complex issues to peers and senior managers both verbally and in writing.

i. Confidence when communicating with a wide range of people both within and from outside the organisation will be very important.
Key skill 3 – interpersonal skills

j Excellent interpersonal skills and the ability to quickly establish credibility are essential to enable effective interaction with internal and external stakeholders.

k The ability to work within a team, supporting others as appropriate and also be able to work on their own initiative, with minimal supervision.

l To demonstrate excellent customer service in all interactions with internal and external stakeholders. A high level of awareness of the needs of customers and colleagues, and an ability to respond positively and creatively to those needs, whilst working to published service standards is essential.

m To display a commitment to valuing diversity in the workplace.

Key skill 4 – organisation skills

n The ability to manage a number of different tasks whilst maintaining a high degree of accuracy and attention to detail.

o The ability to use their own initiative to prioritise their own workload to accommodate conflicting and changing priorities to achieve personal and team objectives.

p The ability to work and to adhere to quality and service standards.

Key skill 5 – innovation and problem solving skills

q The ability to suggest improvements to both team and individual processes.

r To demonstrate a high level of initiative, information analysis and decision making to ensure appropriate decisions are made.
Terms and conditions

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The following terms and conditions apply to this post.

Salary range £24,729 up to £28,000.

Annual leave 25 days a year, rising one day per each year of service up to a maximum of 30 days. You are required to use up to two of these days should the GMC decide to close its offices over Christmas.

Pension Our workplace pension is the GMC Group Personal Pension Plan, which is operated by Aviva. This is defined contribution scheme where members receive a 15% employer contribution. There is no requirement for you to make an employee contribution, however you may wish to consider which rate you would like to make, which will be deducted from your monthly salary under our salary exchange arrangement. You can choose to join the pension scheme as soon as you start work at the GMC. But if you don’t opt in straight away, you will be automatically enrolled if you are eligible and most people working at the GMC will be eligible. If you are automatically enrolled, but you don’t want to stay in our pension scheme, you do have the right to opt out.

Other benefits Private medical insurance with AXA PPP.
Employee assistance programme with AXA ICAS.
Cycle to work scheme.

Hours of work 37.5 hours a week, Monday to Friday.
Location

3 Hardman Street, Manchester