

WHERE
CAREERS
THRIVE

When potential
is unlocked,
talent *thrives*



West
Northamptonshire
Council

Software Engineering Manager

Digital Technology & Innovation, Corporate Services

Thank you for your interest in this role. Our vision at West Northamptonshire Council (WNC) is: 'to make West Northants a great place to live, work, visit and thrive'.

We truly stand by this and work hard every day to make this a reality, and at WNC it's about our people. People who thrive with ambition, bring new ideas, demand better ways of working, care about every detail, and who never shy away from a challenge.

Our culture is a gateway for new experiences. A place to forge new opportunities. To empower you in your career and unite you with like-minded people. When potential is unlocked, talent thrives.



West
Northamptonshire
Council

Purpose and impact:

To lead, manage and improve the software engineering team, processes and stack, across our council and customers. Identify and implement an innovative and flexible tech stack, increase automation and scalable services, and provide strong frameworks, processes and progression plans to grow a high-quality team.

You will be the most senior technical voice within digital services, giving advice and direction on all aspects of the development cycle, including research, design, build, support, testing and Dev Ops. As part of the digital leadership team, and in conjunction with stakeholders across IT, you will help shape digital and technical strategy and operations for the organisation.

Accountable to:

Reports to: Head of Digital

Responsibilities:

1. Define and lead digital technology strategy and standards for the council and its customers.
2. Ensure that the development, support and technology used to create and maintain digital services meets all relevant performance, accessibility and security standards.
3. Lead the service in the adoption of technology, approaches and frameworks to develop and support world class digital services.
4. Plan a pathway for growth for all technical staff, managing and supporting progression for both individuals and teams.
5. Baseline, develop and monitor digital service technology-related budgets, costs, forecasts and related performance information.
6. Work closely with Architecture and Operations colleagues to ensure there is a common understanding of digital technologies deployed and Dev Ops processes.
7. Build up a useful, robust automated infrastructure to support a Continuous Deployment environment.
8. Be accountable for time and cost of technical build, producing realistic quotes and estimates for development and support plans for ongoing services.
9. Being involved in the wider digital leadership community externally and with our customers, identifying good practices we can adopt and sharing our experiences.
10. Part of the digital leadership team, expected to help share service strategy, operational practice and make executive decisions for technology and engineering.
11. May deputise for the Head of Digital when required.
12. Line manages and coaches software engineers.
13. To maximise personal productivity, minimise duplication and errors; and manage our information efficiently and securely to reduce risk, through effective use of Office 365 and our internal IT systems and applications.
14. Actively challenge and seek to eliminate any directly or indirectly discriminatory practice or behaviours.
15. Demonstrate awareness and understanding of other people's behavioural, physical, social and welfare needs and ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons.
16. To maximise personal productivity, minimise duplication and errors; and manage our information efficiently and securely to reduce risk, through effective use of Office 365 and our internal IT systems and applications.
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18. Demonstrate awareness and understanding of other people's behavioural, physical, social and welfare needs and ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Person specification:

The requirements for the role are outlined below and will be part of the selection process. Each of the criteria listed below will be measured by:

(**A**) Application Form, (**T**) Test, (**I**) Interview, (**P**) Presentation, (**D**) Documentation.

Minimum levels of knowledge, skills experience and qualifications required for this job.

Skills and abilities:	Essential / Desirable	Measured by
Excellent communication, interpersonal and presentation skills: able to inspire, motivate and build trust with a technical and non-technical audience, and within multidisciplinary teams	Essential	P,I
Demonstrable delivery using Agile development techniques	Essential	I,A
Demonstrate effective use of Office 365 (incl. Teams, OneDrive, etc.) or willingness to undertake training during the probation period.	Essential	I,A

Knowledge:	Essential / Desirable	Measured by
Outstanding practical and hands on knowledge of digital technologies and their deployment	Essential	I, A
Knowledge of the use of version control systems such as subversion or Git	Essential	I, A
Knowledge of relational databases (MSSQL, MySQL, PostgreSQL)	Essential	I, A
Knowledge of noSQL databases (DynamoDB or CosmosDB)	Essential	I, A
Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	Essential	I, A

Relevant experience:	Essential / Desirable	Measured by
Demonstrable experience of at least one serverside language (e.g. PHP, .NET, Java) and detailed understanding and experience of front-end web development (HTML/CSS/JS)	Essential	I, A
Experience in leading and managing diverse multi-disciplinary delivery teams	Essential	I, A
Experience mentoring and coaching colleagues	Essential	I, A
Extensive "real life" experience of leading and delivering operational digital services with a multidisciplinary team - complying with security, availability and performance frameworks and standards.	Essential	I, A
Experience with public cloud technologies and/or server-less architectures.	Essential	I, A
Experience managing, implementing and supporting secure, scalable architecture.	Essential	I, A

Education, training and work qualifications:	Essential / Desirable	Measured by
Degree or qualified by experience in software development, IT operations or computer engineering	Essential	D,A
Microsoft, Amazon Web Services or similar Developer, DevOps or SysOps certification	Essential	D,A
Leadership/management qualification or comparable experience	Essential	D,A

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates.

Day-to-day in the role:

Hours:	37 Hours per week	Primary work base:	One Angel Square
Job family band:	Professional Support Band 11	Worker type:	Flexible
Salary range:	£62,010 - £68,113	Budget responsibility:	
People management responsibility:			

Working conditions & how we work:

We are open to discussions about flexible working.

This role has been identified as a flexible worker type, this means that you will be able to work from other work locations and when not working from an office you will be working remotely for up to 4 days a week (including from home).

Our organisational values and behaviours

Everything we want to achieve for West Northants depends on having the right people in place and doing the right things and we want all colleagues to THRIVE, both personally and professionally. Our values and our behaviours framework underpin how we work and what partners and customers can expect from us. We want to do our very best for our residents, service users and businesses and for our staff – we want everyone to THRIVE.

T Trust	We are honest, fair, transparent and accountable. We can be trusted to do what we say we will.
H High Performing	we get the basics right and what we do, we do well. We manage our business efficiently.
R Respect	we respect each other and our customers in a diverse, professional and supportive environment.
I Innovate	we encourage curiosity, we are creative and seize opportunities to grow individually as an organisation and as an area.
V Value	We continually strive for best practice and ways of improving existing procedures, practices and systems and thereby promoting efficiency and cost effectiveness
E Empower	we believe in people, will listen, learn and trust them to make decisions. We help people to realise their ambitions.

“Valuing colleagues as individuals and encompassing our different perspectives to deliver our collective ambitions. One West inclusive culture.”

Should you require this document in another format or language, please contact: Careers@westnorthants.gov.uk

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Choose a career that offers you a true sense of achievement, fills you with pride and challenges you in a positive way, everyday.

The benefits of a career at WNC include:

- **People** are at the centre of everything we do. Without our people, we wouldn't be able to deliver services to the people in our community.
- **Ambition** runs through everything we do at West Northants Council, we nurture and develop our people's ambition and willingness to succeed, to continually improve the service we provide to the community.
- **Care** is at the heart of West Northants Council, we care in so many ways; seen and unseen, helping our colleagues and community to thrive.
- **Flexibility** is key, we know work-life balance is critical to wellbeing, so we work hard to make sure our benefits package promotes and improves wellbeing; from annual leave, sick pay, family leave and flexible working, financial security offered by a local government pension scheme and life assurance, and discount schemes which make a difference to your day-to-day life, through to employee helplines offering free legal, health, financial and wellbeing advice and support.

We want you to have balance and be happy.

