

WHERE
CAREERS
THRIVE

When potential
is unlocked,
talent *thrives*



West
Northamptonshire
Council

Lead Developer (Power Platform)

Digital Technology & Innovation, Resources Directorate

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.



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Purpose and impact:

To support the Digital Services team in delivering the following team objectives:

- To enable all council services to have a digital presence
- To improve the customer experience of digital services, leading to a demonstrable increase in uptake
- To facilitate and help document more efficient and improved ways of working, through the deployment of new technologies
- To develop full stack software that securely exposes data held by the organisation

Accountable to:

Transformation Programme Manager

Responsibilities:

1. To build enterprise digital solutions using the Microsoft Power Platform, including Power Apps, Power Automate and Dataverse, supported by appropriate development tools and Azure-based services, APIs and integrations.
2. To develop easily-supportable Power Platform solutions in line with service requirements, including the full project life cycle from high-level technical design through build, go-live, and support
3. To act as a technical consultant in the engagement and design phase, advising on solutions, helping to produce full specs or produce lightweight journey/system mapping, user stories, mock ups and/or prototyping to give understanding to the rest of the team.
4. Guide other team members, stakeholders and external suppliers to deliver reusable, secure and well-governed Power Platform solutions that best fit the requirements of the organisation.
5. Work within agile project teams to achieve the aims of the organisation; as a technical specialist providing leadership in Microsoft Power Platform solution design and delivery.
6. To create, maintain and administer relational and non-relational databases, including Dataverse and integrations with internal and third-party data sources.
7. To be able to articulate technical concepts, design decisions and platform capabilities to a non-technical audience, and achieve buy-in and influence
8. To inspire, mentor and coach junior members of the team, meeting regularly with developers and planning and supporting their growth in enterprise Power Platform development practices.
9. Help to define best practice for Power Platform usage, including methods, tools, governance (environments, security, ALM) and ways of working
10. Be a proactive thinker, doer and challenger, so that we can do our best work.
11. To maximise personal productivity, minimise duplication and errors; and manage our information efficiently and securely to reduce risk, through effective use of GitHub, Office 365 and our internal IT systems and applications.

12. Actively challenge and seek to eliminate any directly or indirectly discriminatory practice or behaviours.

13. 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
Ability to quickly research and learn new development tools and techniques	Essential	A, I
Ability to design, build, consume and maintain secure APIs and integrations, with experience in either GraphQL, REST or SOAP, including integration with Microsoft Power Platform Solutions	Essential	A, I
A team focus, with demonstrable skills in coaching and mentoring colleagues with both technical and personal development	Essential	A, I
A passion for user centred and intuitive design, including low code and model-driven application design	Essential	A, I
Ability to write automated test suites for integration and unit testing, e.g. PHPUnit, PEST, Jest and Cypress	Essential	A, I
A proactive and flexible approach	Essential	A, I
Demonstrate effective use of Office 365 (incl. Teams, OneDrive, etc.).	Essential	A, I

Knowledge:	Essential / Desirable	Measured by
Detailed knowledge of Power Platform development (PowerApps, Automate & Dataverse) and at least one server-side language (PHP, C#)	Essential	A, I
Knowledge of build, deployment and lifecycle management	Desirable	A, I

Knowledge of development tooling and source control practices, including scripting or automation	Desirable	A, I
Knowledge and experience of platforms, e.g. AWS, Azure, GCP	Essential	A, I
Knowledge of relational and non-relational databases	Essential	A, I
Knowledge of modern hosting	Desirable	A, I

Relevant experience:	Essential / Desirable	Measured by
Experience of version control to track, automate, audit and maintain code (GitHub), and utilising code reviews to mentor other developers	Essential	A, I
Experience communicating highly technical concepts to a non-technical audience	Essential	A, I
Experience using agile methodologies and the SCRUM framework	Essential	A, I
Experience of maintaining or supporting existing platforms and applications (e.g. AWS)	Essential	A, I

Education, training and work qualifications:	Essential / Desirable	Measured by
A degree in computer science/software development or equivalent formal qualification with extensive experience in this field	Essential	A, D

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:	37.0	Primary work base:	One Angel Square, Northampton
Job family band:	Professional Support 09	Worker type:	Part Flexible
People management responsibility:	Informal coaching and mentoring	Budget responsibility:	None

Working conditions & how we work:

We are open to discussions about flexible working.

This role has been identified as a part-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.

