

Job Title: Apps Development Team Leader	
Job Evaluation Number	B986

JOB DESCRIPTION

Job Title: Apps Development Team Leader	Location: Kidlington or Southampton
Job Family: ICT	Role Profile Title: BB4 Police Staff
Reports To: ICT Development & Support Manager	Band level: 4U
Staff Responsibilities (direct line management of): Principle Developer(s), Senior Apps Developer(s) & Apps Developer(s)	

a. **OVERALL PURPOSE OF THE ROLE:** Defines the role, put simply, why it exists.

The overall purpose of the role is to: manage resources to specify, design, plan, develop and support programmes of software systems development work to time, budget and quality targets and in accordance with enterprise and system architectures and standards to meet defined business needs.

b. **KEY ACCOUNTABILITY AREAS:** Define the important aspect of the role for which the job holder is responsible for results or outcomes.

The key result areas in the role are as follows:

1. Develop high level solution designs in accordance with technical architectures and agreed standards that are capable of meeting defined business needs and ICT's objectives for developing, implementing and maintaining high quality, resilient and performing ICT systems.
2. Development approaches that meet the targeted performance, cost and delivery criteria of the business and technical stakeholders. Mentor and influence the technical teams in detailed technical design, development and solution to ensure all necessary peer reviews and development standards are applied.
3. Establish processes and procedures for managing, controlling multiple development projects and support functions ensuring accountability is established for delivering on time to quality and budget.
4. Recommends, negotiates and then implements and manages the agreed software development life cycle methodologies, standards and tools that support's the delivery of enterprise business solutions.
5. Instil and develop a culture of continuous development for line reports and the wider team through; training and development and the PDR process, motivating, effective workload planning, monitoring employee welfare and quality assurance of work standards. Take prompt and reasonable action to address performance below required standards in line with the relevant Force procedure.
6. Leads on the planning and preparation of coherent detailed development, acceptance and implementation plans covering all aspects of technical work.
7. Recommend and implement appropriate industry standard tools, methodologies and techniques in an intelligent and effective way for the specification, design and maintenance for storage and access to both structured and unstructured information, in support of business information needs.
8. Plan and establish with Service delivery, Business Partners and 3rd parties the delivery of effective support and maintenance services for locally developed software systems / solutions and their components to meet defined business needs and that retain compatibility with enterprise and solutions architectures.
9. Adopt lean and agile development methodologies.

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c. **DIMENSIONS:** Include matters as key result areas that make the greatest demands on the role holder, seasonal pressures, items processed, the number of customers and/or level of authority to make financial decisions or commit other resources

Further Comments:
Works closely with ICT Development & Support Manager, Programme, Project and Business Change Managers and Architects.
The role holder will work with immediate and or / wider ICT team members to share best practice whilst providing development and performance assistance when required. They will act as a subject matter expert to provide guidance and advice to all TVP staff where necessary.
Leads and manages a team of Application, Data and Innovation Developers, who will be physically dispersed and working on projects across the Forces.
Works under broad direction whilst retaining full technical accountability for design, development and support and is one of force's subject matter experts on software design, development and support.
Receives work in the form of specific objectives, sets own milestones, team objectives and assigns objectives to others.

d. **CHARACTERISTICS OF THE ROLE**

Expertise: Concerned with the level of administrative, professional and/or technical expertise (knowledge and skills) needed to perform the role effectively; may be acquired through experience, specialised training, and/or professional or specialist education and training.

<i>The knowledge or skills required in the role are as follows (essential or desirable):</i>	<i>E/D</i>
1. Experienced software developer and systems designer of complex ICT systems from initial concept through development and implementation to operation and support.	E
2. Expert in the detailed solution design and build using multiple complex software languages or toolsets e.g. Web Services, .Net, XSLT, XML, MS SQL, Business Objects, etc.	E
3. Expert knowledge in the selection of lifecycle development process and ensures enforcement through senior developers. Ensures QA reviews are set and undertaken and security / support modules are accommodated as necessary.	E
4. Sound and wide business knowledge and an understanding of current and emerging technologies and how they can support and enhance functions of the business, with a practical understanding of the application of technologies and how to deliver business change to realise defined benefits.	E
5. Proficient in managing the overall solutioning process, ensuring effective risk management and quality assurance and enterprise fit is maintained.	E
6. Proficient in database software which enables the user to create, populate and manipulate data structures e.g. SQL Server, Oracle, MySQL.	E
7. Proficient in information retrieval tools - the application of automated (software) tools which enable selective access to information held within some form of database or "data warehouse" e.g. Exporting data via ODBC, XML etc.	E
8. Proficient in structured reviews methods and techniques including reviews of technical diagrams, test plans, business cases and any other key deliverables e.g. peer review, formal technical review.	E

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9. Proficient in information capture techniques being the selection and application of information gathering methods, tools and techniques which are appropriate to the information required and the sources available e.g. contextual enquiries, focus groups, structured interviews, questionnaires, observation, statistical analysis, automated monitoring tools and application logs.	E
10. Proven experience of managing staff in a matrix structure through significant organisational and structural change	E
11. Ability to communicate complex information in a way that is relatable to the target audience and dealing with Stakeholders at all levels	E
12. Must have capability to travel to different locations across both Forces and undertake all assignments in a timely manner. Due to the requirement to work flexibly, unsocial hours and personal safety for lone working; public transport may not be available or suitable at these times. For this reason, a full UK driving licence is considered essential. *	E
Additional comments: * At interview, candidates will be asked to confirm their willingness to undertake this Basic Driving Assessment, which in turn will enable the use of a police authorised vehicle.	