

# Job Description



<b>Job Title</b>	Senior Developer
<b>Department</b>	Systems and Data
<b>Grade</b>	E
<b>Location</b>	Barbican Centre
<b>Responsible to</b>	Head of Systems and Data
<b>Responsible for</b>	n/a

## Context

The Barbican Centre's vision is arts without boundaries. Through our mission of world-class arts and learning we aim to inspire more people to discover and love the arts, to create an ambitious, international programme that crosses art forms with outstanding artists and performers, and to invest in the artists of today and tomorrow. The Barbican is part of the City of London Corporation, which, in addition to its other responsibilities, is one of the most significant arts sponsors in the UK.

A year on from the launch of the award-winning [barbican.org.uk](http://barbican.org.uk), which comprises a Drupal CMS application alongside a bespoke ecommerce application tightly integrated with our enterprise ticketing and CRM system, the Barbican is embedding inhouse development at the heart of its digital strategy. We are building a permanent team that will keep pushing our digital products forward and produce new solutions tailored to the Barbican's unique mission. We believe in Agile, rapid prototyping and human-centred design.

## Purpose of Post

Part of a multidisciplinary product team (including research, design, content and development), the Senior Developer will play a key role in developing and supporting the Barbican's digital products, focusing on our Drupal and ecommerce applications and the associated integrations. They will carry out research on new technology, information security and data analysis, and make use of that research by making recommendations, planning and implementing technical solutions.

They will play a technical leadership role in the forthcoming implementation in 2019 and subsequent continuous improvement of the new ticketing and CRM system (Spektrix),

## **Main Duties**

- 1.** To act as an internal expert on the CMS and ecommerce applications. To lead on the development and maintenance of the website, provide advice and solutions to internal stakeholders, manage any system-related matters and liaise with vendors and contractors on behalf of the Barbican Centre
- 2.** To take ownership and provide technical expertise necessary to facilitate the transition and migration to Spektrix, ensuring business continuity. To identify and mitigate any interim and long-term issues this transition may generate with regard to the customer experience, ticket sales and reputation.
- 3.** To integrate security and compliance with every stage of the development lifecycle
- 4.** To report and present research findings and developments including status and results clearly and efficiently both internally and externally, verbally and in writing.
- 5.** To develop, maintain, expand, and scale the Barbican website using the Drupal content management system
- 6.** To develop a close working relationship with key internal stakeholders such as the box office and marketing team to improve solutions that address business requirements and that are aligned to the priorities set in the Barbican strategic plan and the Barbican Digital Strategy.
- 7.** To maintain and foster close working relationships with vendors and contractors, the wider technology community and researchers for the purpose of sharing best practice knowledge and improving internal systems and corporate processes.
- 8.** To create and maintain systems policies, operational procedures and documentation to support the CMS and ecommerce applications and ensure compliance with the City of London Corporation and industry standards.
- 9.** To design, write and deliver software solutions that will result in the improvement of the availability, scalability, latency, and efficiency of the CMS and ecommerce applications, and other digital products as required
- 10.** To be responsible for integrating back-end services and internal databases that enhance the capacity for data analysis by internal departments and stakeholders.
- 11.** To create and research new designs, architectures, standards and methods that are aligned to the organisation's overall strategic plan, digital vision and direction.
- 12.** To engage in service capacity planning and demand forecasting, software performance analysis and system tuning for the Barbican website
- 13.** To adhere to the Barbican's project management methodology (based on Agile DSDM) when working and planning projects. To play an active part in sprint planning, stand ups and reviews,

- 14.** Adopt a DevOps approach to ensure reliable, fast, secure delivery throughout the development lifecycle
- 15.** To actively seek to implement the City of London's Equal Opportunity Policy and the objective to promote equality of opportunity in relation to the duties of the post.
- 16.** To actively seek to implement the City of London's Occupational Health and Safety Policy in relation to the duties of the post, and at all times give due regard to the health and safety of both themselves and others when carrying out their duties.
- 17.** To undertake any other duty that may be reasonably required by the Head of Systems and Data.

# Person Specification



<b>Job Title</b>	Senior Developer
<b>Department</b>	Barbican / IT
<b>Grade &amp; Level</b>	E <b>Level:</b>
<b>Trent Position Number</b>	

Please find below the qualifications, experience and technical skills required to undertake this post. Each criterion will be assessed at application (A), interview (I) or test (T) as indicated below.

## Professional Qualifications / Relevant Education & Training

BSc/MSc Degree in Computer Science or related technical field, or equivalent practical experience (A)  
Experience working in (or with) an arts, charity, public sector, social enterprise or similar organisation (A)

## Experience Required, including Budget Holding Experience (if appropriate)

- Experience of working as senior server-side developer role on a business-critical public-facing website in a similar type organisation? (A, I)
- Knowledge of and experience of working with agile frameworks and practices (A, I)
- Experience of user-led development (A, I)
- Experience of ecommerce website development, ideally in a ticketing/events context (A, I)
- Development within a design system (I)
- Continuous integration (I)
- Testing and deployment on platform-as-a-service (A,I)

- Server and client-side security (A,I)
- Significant experience of stakeholder or client management, with an ability to translate IT jargon and technical information into more accessible language for non technical staff (A,I)
- Experience of managing IT or similar contracts (vendor or contractor management) (A,I)
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### **Technical Skills**

- HTML5, CSS3, JavaScript (with jQuery) (A,I)
- Drupal CMS (Drupal 8), site builds, module configuration and theming (A,I)
- PHP7 and other backend technology such as nodejs, Python or Ruby (A,I)
- SQL and NoSQL databases / datastores (A,I)
- (A)
- Git or equivalent code management / version control best practices (A)
- Work management tools such as Jira (A)
- Web accessibility standards (A)
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- Excellent communication skills (A, I)

### **Other Relevant Information eg. working hours or desirables (only if applicable)**

- Experience with frontend frameworks such as Angular, React or Vue (A,I)
- Development and use of a pattern library such as PatternLab (A,I)
- A history of engagement with the Drupal community or other open source community, or contribution to open-source projects (A)
- SEO, Google Analytics

**The Senior Developer will be asked to work at weekends and evenings when necessary, for example if work on the website requires out-of-hours downtime, or in the event that a critical Drupal update is released**

### **Recruitment – Note to Applicants**

*The qualifications, experience and technical skills will be used in the decision making process for recruitment. Please give examples of how you have exhibited these behaviours in your previous role(s). It is essential you address the criterion marked as (A) on your application form in the section for supporting information.*

*Be as specific as possible, we cannot guess or make assumptions, but will assess your application solely on the information provided. Try to provide evidence, by examples, where possible, of skills, knowledge and experience contained in this person specification.*

# Summary of Terms and Conditions of Employment



This summary is given as a guide and is not intended to form part of an individual's contract of employment.

## **Salary**

The salary for this job is £38,730 - £43,900 per annum inclusive of Inner London Weighting, dependent on skills and experience. This figure will be reviewed annually from 1 July in line with the pay award for other salaried staff within the City of London Corporation.

## **Contract**

The job is offered on a permanent basis.

## **Hours of Work**

Normal office hours are 35 hours per week excluding lunch breaks, Monday to Friday, inclusive but the post holder shall be expected to work the hours necessary to carry out the duties of the position.

## **Frequency and Method of Payment**

This is a monthly paid appointment and salaries are credited to a Bank or Building Society Account on the 11th of each month.

## **Annual Leave**

There is an entitlement of 28 days annual holiday plus Bank Holidays. There are subsequent increases to entitlement to annual holiday according to length of service.

## **Sickness Absence and Pay**

The City of London Corporation has a comprehensive Occupational Sick Pay scheme, details of which can be found in the Employee Handbook which will be made available to you upon commencement.

## **Pension**

You will automatically be admitted to the City of London Corporation's Pension Scheme. Employees contribute between 5.5 and 12.5% of their pensionable pay to the scheme, depending on salary.

If you do not wish to join the Scheme you must make a formal declaration stating you wish to opt out. You may contact the Pensions Office directly should you have any queries relating to the Local Government Pension scheme and your entitlements under this scheme.

## **Continuous Service**

If you join the City of London Corporation without a break in service (subject to certain exceptions) from another body covered by the Redundancy Payments (Local Government) (Modification) Order 1999, your service with that institution will count for the purpose of continuous service. The amount of continuous service which you have will affect your entitlement to certain contractual benefits; for example, annual leave, sick leave and maternity leave. A full explanation of Continuous Service is contained within the Employee Handbook.

## **Probationary Period**

You will be employed initially on a six month probationary period. Should either party wish to terminate the employment during this period, then one week's notice will be required on either side, except for summary termination for gross misconduct.

## **Notice Period**

One month by either party after satisfactory completion of probationary period.

## **Learning and Employee Development**

The City of London provides for financial support and time off for staff to study for appropriate qualifications which relate to their duties or undertaking professional skills update training. There is also an in house programme covering more general training needs.

## **Employee Volunteering Programme**

Through its partnership and regeneration work, the City of London aims to contribute to the social and economic regeneration of the seven boroughs bordering the City: Camden, Hackney, Islington, Lambeth, Tower Hamlets and Westminster. These boroughs contain some of the most deprived neighbourhoods in the country.

The Employee Volunteering Programme, established in 2002 allows staff to volunteer their time, skills, knowledge and expertise to benefit local residents whilst developing their own professional skills. All staff are given the opportunity, subject to line management agreement, to take 2 days of volunteering leave per year to enable them to do this.

Find out [more](#) about the Barbican Centre