

JOB TITLE: .net and SQL Developer

LOCATION: Head Office

REPORTING TO: Senior Developer

DIRECT REPORTS: N/A

JOB PURPOSE/KEY RESPONSIBILITIES:

- Design, develop and support applications within and around the CRM/Collections system.
- Develop solutions that optimise performance through appropriate use of databases and appended information to the database
- Develop and enhance in-house applications and provide support where necessary
- Produce reports and management information to assist in the evaluation of performance of the call centre
- Create and maintain systems procedures
- Share knowledge and information with others, and be responsive to others' viewpoints, in order to build a skilled, high performance team environment
- Consistently behaves in line with the IT/Support culture and values, rewards others for such behaviours, and draws attention to those not behaving in this way, in order to contribute to a High Performing IT organisation department
- Completes other Adhoc requirements/tasks to ensure the smooth running of the team, CRM and recoveries process
- Support User acceptance testing.

PRINCIPAL ACCOUNTABILITIES:

- Ensures projects/assignments are completed within agreed time limits and quality expectations.
- Ensures controls are maintained
- Ensure that quality standards and conventions are adhered to throughout all development projects.
- Ability to embrace new processes and procedures, make recommendation for process improvement
 - Drive process improvement through the business
 - Deliver procedures that are consistent with improved recovery rates
 - Create management information that support the operations and business desire to Treat Customer's Fairly
- Ensure that business practices and procedures are consistent with FCA guidelines on Treating Customer's Fairly
- Act at all times within the guidelines of the 'FCA Principles'

This list is not exhaustive and you may be requested, from time to time, to undertake other reasonable duties requested by a Senior Manager or Director, which may sit outside of this Job Description.

EXPERIENCE REQUIRED:

- Application and database Development in a Microsoft environment (Visual Studio 2015 / SQL Server)
- Good database skills including stored procedures and query optimisation
- Knowledge of good coding practices and standards
- Experience delivering software product using an Agile methodology.
- Experience in using version management (Git) and config/release management systems and be able to deploy solutions to multiple environments.
- Understanding of web technologies (HTML, CSS, JavaScript, XML, MVC, JavaScript (jQuery, Ajax...))
- Solid foundation in Object Oriented Programming and Development (i.e. polymorphism, inheritance, inversion of control, etc...)
- TDD (Test Driven Development) experience would be advantageous but not essential
- Knowledge of hosting / running applications and using Azure would be advantageous but not essential
- 2 to 4 years developing systems using MS .NET, C#, VB, Entity Framework, MS SQL Server 2005 and above. MMF will be flexible on some of these as long as the candidate can come up to speed quickly on the ones not in his/her experience.
- Project management skills
- Management Information or Business Intelligence

KEY PERFORMANCE INDICATORS

- Quality of work undertaken
 - Monitor re-work and put in place corrective action to prevent re-occurrence
- Speed and efficiency of work, including response to requests
 - Ensure adhoc tasks are turned around within agree time limits, monitor and report exceptions monthly
- Report monthly to the department Head, activity
 - Time allocation against time available to
 - Key tasks
 - Milestones
 - Delivery
 - Exceptions
 - Additions or adhoc (specify)
- Sickness, absence and lateness
 - Ensure standards are maintained within Staff Handbook guidelines

QUALIFICATIONS, EXPERIENCE AND SKILLS CRITERIA:

CRITERIA	ESSENTIAL	DESIRABLE
General Education	To GCSE in technical subjects such as Math, Physics,	A level or degree, Analytical skills/subjects

	Computing, Statistics etc.	
Previous Work Experience	Application and web development role in Microsoft technologies	
Specific Knowledge	Expert Excel and Microsoft packages	Database skills, Business Intelligence roles
Professional/Academic/Vocational Qualifications	Microsoft	Database skills Application Development
Specific Skills	<p>.net Development - Web Forms, ASP.Net, MVC5, winforms, Entity Framework</p> <p>Web development - HTML, CSS, JavaScript (jQuery, Ajax...)</p> <p>SQL or another data analysis tools, experience in a MS SQL Server, SSIS, SSRS and/or SSAS</p> <p>Good knowledge of using Visual Studio to develop applications</p> <p>Solid foundation in Object Oriented Programming and Development</p>	<p>Azure</p> <p>Test Driven Programming</p> <p>Git Source control</p>
Demonstrated Behaviours	<p>Works well independently and as part of a team</p> <p>Shares knowledge and ideas</p> <p>Contributes to a positive team spirit</p> <p>Is enthusiastic and willing to learn and develop</p> <p>Motivate self and others</p> <p>Communicates and liaises with fellow team members and others</p> <p>Respects confidentiality of information</p> <p>Works well under pressure</p> <p>Works within the ISO Quality framework & in line with company policies</p> <p>Eye for detail</p> <p>Works at all times within CSA, FCA, ICO & all other Regulatory Rules & Guidelines</p>	<p>Looks beyond boundaries of own job to support others</p> <p>Inquisitive mind</p> <p>Flexible approach to working week</p> <p>Completer finisher</p>



I can confirm I have read and understand the Job Description; please sign and return one copy to the HR department for filing.

NAME:.....

DATE:.....

SIGNATURE:.....