PAY & GRADING - JOB SPECIFICATION TEMPLATE

This Job Specification sheet covers specific areas of activities that are not included in the Generic Role Profile. It will include responsibilities, knowledge, skills, delivery and working arrangements relevant to this role. Please ensure that this is read and in conjunction with the given family role for the post.

Profile Owner:

POLICE STAFF

ROLE SPECIFIC INFORMATION	
Job Title:	Senior Software Developer
Generic Role Profile:	IT&D
Salary Band:	Grade 9
Operational / Non Operational Role	Non Operational
Vetting Level:	Standard Vetting (MV etc) with potential to SC (not mandatory)
Reporting to:	Development Manager – IT&D
Specific Role Purpose:	The IT & Digital department is responsible for the force's adoption and use of information and digital technology. The department consists of three core functions as follows: • Architecture Management (responsible for identifying and selecting the right technologies for the force) • Delivery Management (responsible for delivering and implementing the right technologies for the force) • Service Management (responsible for managing and maintaining all live, operational technology for the force) The Delivery Management function is responsible for the implementation/delivery of all new and enhanced Information Technology or Digital Technology solutions in line with Force requirements, ensuring that, for all Force Programmes and Projects, WMP delivers: • Fit-for-purpose technology • At an appropriate cost • Within agreed timescales • With an acceptable level of risk This will involve the control and management of both internal and external resources as new technology can be built and delivered either internally or by a third-party supplier. This function interfaces directly with Business Transformation to ensure the successful delivery of the technical aspects of all force projects and programmes. This function governs and manages

	development and test environments. The Development team manages, and has responsibility for the following key areas: • Meeting the Force requirements for new / enhanced IT capabilities. • Developing software and hardware solutions across a variety of platforms including web applications and mobile apps. • Ensuring that technology developed internally and externally meets force requirements. • Ensuring that new solutions have appropriate and effective low-level designs that adhere to the force's architectural and design principles. • Ensuring IT developments are secure by design by working closely with other teams within the IT and Digital department. • Having the ability to use a number of development process techniques such as; Agile and Waterfall. • Providing effective management of 'development' and 'test' environments. • Adopting new development tooling, including AI-assisted coding tools, in a controlled way that respects the Force's information governance, security and data-handling requirements. Reporting to the Development Manager, the role of the Senior Software Developer is to both lead and participate in the development of software solutions. The post-holder is responsible for the low-level design and development of software solutions and providing specialist software development expertise. The post-holder will be expected to participate in meetings, engage with knowledge-sharing sessions and other activities as required to fully participate in the development team's activities, and supervise the work of Software Developers as necessary to support in delivery against objectives. As the team makes wider use of AI-assisted development tools, the post-holder will also help the team adopt them in a measured, evidence-based and secure way, acting as a critical evaluator rather than an early enthusiast.
Key Responsibilities:	**Key responsibilities** • Assist with the production of low-level software designs for IT solutions in line with force requirements. • Supervise the work of others to facilitate product development. • Assist with the software development for new IT solutions in line with low-level designs and force requirements. • Provide specialist software development expertise in one or more of the following areas – web development, mobile app development • Provide technical guidance and advice to technical delivery projects on all software matters from design to delivery. • Provide specialist information and/or advice to assist and influence senior colleagues/customers to make software choices. • Provide and disseminate specialist software advice on issues relating to

the use of ‘dev’ and ‘test’ environments.

- Advise projects on matters relating to the maintenance and development of policy, systems and procedures, together with the efficient and effective use of physical resources.
- Provide specialist software skills and knowledge to ensure the security and integrity of the Force’s software used in the ‘dev’ and ‘test’ environments is maintained to the required standards.
- Work closely with teams within Service Management to transition new services into the ‘live’ environment, ensuring that they are provided with end-to-end support documentation for all software facets.
- Assist with the monitoring and management of the performance of third-party suppliers.
- Maintain an up-to-date knowledge of software development languages, tools and techniques, including the practical capabilities and limitations of AI-assisted development tooling.
- Manage incidents and service requests to meet the needs of the force and make best use of the resources available.
- Resolve complex problems and issues within the team – liaising with different departments or third-party suppliers where necessary.
- Assess and recommend software products.
- Provide reports and comprehensive working papers including making recommendations for improvements or amendments to systems.
- Encourage the practical day-to-day use of AI-assisted development tools, such as code completion and chat assistants, where these demonstrably save time or improve quality – and advise candidly where they do not.
- Hold AI-assisted output to the same engineering standards as human-authored code: reviewed, tested, security-assured, documented and owned by the developer who submitted it.
- Advise the team on which data may appropriately be used with AI tooling, and on the related information governance, data protection and code provenance and licensing considerations.
- Support early-stage exploration of more automated and agentic development workflows, including work undertaken on-premises, working with Architecture Management and Service Management to ensure environments, access, audit trails, security and cost controls are in place before anything is adopted.
- Capture and share what works and what does not – through short guidance, reusable patterns and knowledge-sharing sessions – so the benefit is held by the team rather than by individuals.

Staff management responsibilities

- The post holder will be expected to supervise the work of others and lead the development of software products.

Budgetary responsibilities

- Raise issues with the relevant budget (e.g. as part of a project) to the appropriate level.
- Assist with the identification of full-lifecycle costs for new or changed IT services.

SPECIFIC COMPETENCIES REQUIRED FOR EFFECTIVE PERFORMANCE	
Knowledge & Experience *This section should detail the requirement of previous experiences and knowledge gained from academic qualifications if appropriate. e.g. significant experience of administrative duties, degree level educated.*	
Essential:	Essential – must demonstrate proven experience and ability to: • Supervise the work of others and lead the development of software solutions. • Develop, maintain and integrate a variety of software solutions. • Translate business requirements into software designs. • Develop the knowledge and skills of team members. • Create and maintain technical documentation to high standards. • Research new and emerging software development tools and techniques. • Directly communicate with senior managers from a customer service perspective using written and oral methods. • Participate in, and lead, meetings. • Maintain standards for security of information. • An extensive knowledge of software development. • An extensive knowledge of the software development methodology. • Knowledge of national standards and legislation regarding infrastructure technology. • A good understanding of ITIL, in particular Change and Release Management. • Knowledge of Health and Safety issues relevant to the post. • Knowledge of internal financial processes. • A working understanding of how large language model tooling works and where it fails, sufficient to assess its output critically and to guide others in its use. • An awareness of the data protection, information security and public-sector considerations that apply when using AI tooling with force data, in line with the existing knowledge of national standards and legislation.
Desirable:	Desirable: • Using AI assistants as part of everyday development work – drafting, refactoring, generating tests, getting up to speed on unfamiliar code – while retaining clear technical judgement over the result. • Awareness of the limitations of LLM-based tools. • Exposure to self-hosted or on-premises AI services, such as OpenAI-compatible APIs, open-weight models, or retrieval over internal documentation – or the curiosity and grounding to pick this up quickly.

Skills *This section should detail the competency requirement which could be developed through non formal training. e.g. effective time management, influencing and negotiating, effective communication including written and verbal.* *Refer to skills database for core operational skills*	
Essential:	• Comprehensive skills in the development of software. • Excellent interpersonal skills with the ability to confidently interact and empathise with all levels of staff. • Good presentation skills. • Flexibility to use a variety of supporting technologies and to be innovative. • The ability to work under pressure and be capable of balancing competing demands and priorities. • The ability to learn and adapt. • Proven track record in understanding the need of customers/users. • Good communication skills in order to work effectively throughout the organisation and with external contractors and suppliers. • An understanding of the ITIL processes as they apply to the team and to the department. • Ability to produce management reports, policy documents and comprehensive working papers including recommendations and implementation documents. • The ability to describe a problem precisely enough – in specifications, acceptance criteria or prompts – that both people and tools produce useful output. • Healthy scepticism: comfort in rejecting or rewriting tool-generated output that is plausible but wrong, and in explaining that judgement to colleagues and customers • Internet or intranet-facing C# .NET Core web sites with MVC or Razor Pages • HTML, CSS, Bootstrap • JavaScript and TypeScript • REST API development using C# .NET • SQL Server • Visual Studio
Desirable:	Highly Desirable • Vue • Progressive Web Apps • Azure DevOps Server (TFS), including git • Deployment to load balanced and mirrored cloud infrastructure • Automated build, deployment, performance and test processes • Angular, Ionic and Cordova Desirable • AI coding assistants (for example GitHub Copilot or similar) used with appropriate review discipline

	• Integrating AI services into applications via REST or OpenAI-compatible APIs from C# .NET • Self-hosted or on-premises model serving, or retrieval over internal document sets such as vector search – or a willingness to learn

Hours of Work and Flexibility:	Standard Office Hours in relation to WMP staff. Typically; 37.5 hrs per week. Flexible patterns of start/end time (8~4/9~5) The post holder must be able to work from alternate locations in line with business need. Flexibility is required where rota management is required and/or extended hours are proposed. This role requires a flexibility of approach to working hours. The post holder may be required to provide 'out of hours' availability for which the appropriate allowance will be paid. The post holder may be expected to work outside normal working hours.
Agile Work Style: (if applicable)	The role is an Agile worker role, based at Lloyd House Headquarters and issued the relevant technology in order to facilitate agile working at multiple locations.

Restriction Level:	