JOB DESCRIPTION / PERSON SPECIFICATION & COMPETENCY FRAMEWORK

Job Title	Junior Web Developer
Reports To	Senior Web Developer
Department	Information Services
Location	Stoneleigh
Grade	2

JOB DESCRIPTION

Reporting to job holder:

- N/A

Main purpose and scope of job:

- Provide front end design and development for NFU web sites and web based applications.
- Support web based content management systems (CMS) and their development and administration.

Levels of authority:

- Design, build, test, implement and maintain the NFU's web sites and web based applications.
- Provide support in evaluating, testing and implementing new web tools and technologies.

Functional responsibilities:

- Test, support and maintain web-based systems.
- Support colleagues in the development of web-based system.
- Create and deliver website designs from concept to implementation.
- Assist with the on-going maintenance and development of NFU, partner sites and any other required websites.
- Provide support in evaluating, testing and implementing new web tools and technologies.
- Ensure requests and issues raised via the corporate service desk are dealt with in a timely manner and users are kept up to date with progress.
- Ensure websites are compatible with all major browser types and versions and meet compatibility standards.
- Develop and utilise programming (C#, JavaScript), server-side development (ASP.Net Core/MVC) and database (SQL Server) skills and experience.
- Work closely with other members of the IS Dept to help deliver and support a wide range of IT services.
- Carry out any other duties that may reasonably be required by the Group Head of IS or Senior Web Developer.

General:
- Maintain good relations with other departments and stakeholders.
- Travel to Regional Offices and other sites with some overnight stays may be necessary.
- This post is based at HQ, Stoneleigh.

Job Title	Junior Web Developer

COMPETENCIES

		Level
Core Competencies	• Understanding the NFU • Working Together • Personal Accountability • Communication	2 – Supporting 2 – Supporting 2 – Supporting 2 – Supporting
Functional Competencies	• Technical Expertise • Analysing and Problem Solving • Decision Making • Planning and Organising	2 – Supporting 2 – Supporting 2 – Supporting 2 – Supporting

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Knowledge and Expertise	▪ Good GCSE and A Levels or equivalent in relevant subjects. ▪ Front end development skills in HTML and CSS. ▪ Strong design skills and ability to produce designs to meet business requirements. ▪ Ability to create and implement design concepts using Adobe Illustrator and Photoshop. ▪ Knowledge of user interface design best practices ▪ A solid understanding of the principles of usability and accessibility.	▪ Knowledge of programming languages. ▪ Experience of server-side web development. ▪ Database administration/development. ▪ Experience of designing and developing HTML emails. ▪ Knowledge of the administration and maintenance of content management systems. ▪ IT related degree or equivalent
Communication and Relationship Skills	▪ Experience in establishing and developing relationships with internal staff and external suppliers. ▪ Excellent communication skills, both verbally and in writing, and interpersonal skills. ▪ Good team worker, able to work closely with the Communications and IS Teams. ▪ Ability to explain technical processes simply and effectively to groups with a varied degree of technical knowledge in writing, face to face and in meetings or workshops.	
Practical and	▪ Advanced computer, keyboard	

Physical Skills	and mouse skills.	
Decision Making and Problem Solving	▪ Ability to resolve complex technical problems relating to web development using own initiative. ▪ Good organisational skills, able to prioritise work-loads and work to tight deadlines and budgets.	
Financial Responsibility	▪ N/A	
Responsibility for Information	▪ Work within Information Security guidelines and understand the need for confidentiality of information. ▪ Add and control content under guidance from the Communications department. ▪ Awareness of Data Protection legislation.	
Responsibility for Supervision / Management	▪ N/A	
Physical and Mental Effort	▪ Able to concentrate for long periods and pay attention to detail on complex work. ▪ Able to multi task and deal with day to day support issues and project work simultaneously.	
Personal Circumstances /Additional Requirements	▪ Full current driving licence (consideration will be given under the DDA where applicable). ▪ Must live within 40 miles of the post location or willing to relocate. ▪ Flexibility to work outside normal office hours if necessary. ▪ Available to travel occasionally to regional offices, London and Brussels.	