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|  | **HIGH LIFE HIGHLAND**  **JOB DESCRIPTION** |

**JOB TITLE**: Software Developer

**SALARY**: £34,034 - £38,056 per annum

**LOCATION:** Inverness

**HOMEWORKING:** This post is appropriate for a homeworking\* request to be made. Any home-working arrangements would be agreed by the post’s line manager and the administrative base would be classed as Inverness for the purposes of expenses and travel claims. Initially, for training purposes, the successful candidate will be required to work from the office base.

\*High Life Highland home-workers must have a permanent residence in The Highland Council area or live within a 90-minute commute from the designated workplace.

**RESPONSIBLE TO:** Senior Software Developer

**JOB PURPOSE:** To assist the Digital & Technology team in its objectives to modernise, integrate and automate High Life Highland's digital systems

**KEY DUTIES AND RESPONSIBILITIES INCLUDE:**

1. Actively promote a positive and collaborative workplace culture that supports the Charity’s purpose of Making Life Better and i-care values to increase morale, productivity and performance.
2. Work closely with the Senior Software Developer, other key staff and our partners to maintain and improve our digital systems.
3. Assist the Senior Software Developer with the continual maintenance and improvements of these systems.
4. Assist the Senior Software Developer in the fulfilment of our objectives to modernise, integrate and automate our systems.
5. Triage correspondence from staff and customers, assessing problems, proposals and change requests.
6. Provide solutions or workarounds to problems, proposals and change requests, appreciating that success is not measured by delivery of code.
7. Provide relevant documentation of all phases of software development.
8. Provide regular progress reports to the Digital & Technology Team.
9. Pursue continuous professional development and contribute to the continuous improvement of High Life Highland as a whole.
10. Attend and undertake any training online or in person.
11. Aim to reduce wastage and uphold our environmental values of being as sustainable as possible in all tasks.
12. Assist and support other areas of High Life Highland with particular projects, training or in the event of holidays or sickness working cross-functionally across the Highland Archive and Registration Centre team.

**Other Duties:**

You may be required to perform duties, appropriate to the post, other than thosegiven in the job specification. The particular duties and responsibilities attached to posts may also be varied without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and would not themselves justify reconsideration of the grading. As a result of such variations it will be necessary to update this job specification from time to time.

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|  | **HIGH LIFE HIGHLAND**  **PERSON SPECIFICATION** |

**JOB TITLE:** Software Developer

**LOCATION:** Inverness

**ESSENTIAL ATTRIBUTES:**

1. **EXPERIENCE**

* Demonstrable full-stack web development skills (examples to be made available).
* Worked as part of a small team delivering customer-facing websites.

1. **EDUCATION AND QUALIFICATIONS**

* A computing science degree or similar training / experience.

1. **SKILLS/ATTRIBUTES GENERAL**

* Creative thinker, able to generate new ideas and practical solutions.
* Good written and verbal communication skills, including written English.
* Ability to communicate effectively and succinctly.
* Ability to manage workload, arranging priorities to meet strict deadlines.

1. **SKILLS/ABILITIES SPECIFIC TO THE POST**

* Working familiarity with the Laravel ecosystem and its products.
* Good knowledge of SQL and ASP technologies.
* Experience with using version control systems, issue trackers and appreciation of their use.
* Awareness of the current state of generative Artificial Intelligence.

1. **INTERPERSONAL AND SOCIAL SKILLS**

* Energetic, adaptable, enthusiastic and with a personal drive for achieving results.
* Good effective communication skills.

*High Life Highland (HLH) is committed to the protection and safeguarding of vulnerable groups, including children and protected adults and believes that they should never experience any kind of abuse. It has a responsibility to promote the welfare of those in vulnerable groups and to keep them safe and to practice in a way that protects them. HLH expects all those with whom the Charity engages to share this position. Where applicable, new positions will be subject to the appropriate level of Disclosure Scotland checking; identity checks (address, date of birth), employment/experience history, two references (one of which must be most recent employer, where appropriate), qualifications, Right to Work in the UK (where applicable). The above will apply to anyone working on behalf of HLH (paid or unpaid) including all board directors, staff, workers, volunteers, agency staff and students.*