

# Helpdesk Report: Developer Roles

by

Incomes Data Research

May 2020

This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

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## 1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Software Developer
- Senior Software Developer
- Head of Software Development
- Identity Systems Developer

## 2. Market salary data

This section presents the market salary data. The Software Developer roles have good robust data available, which is demonstrated below. Unfortunately, we were unable to find specific salary information for the Identity Systems Developer, but we would suggest using the Software Developer role as a guide.

### 2.1. Market data

The following sections provide the aggregate market salary for full-time positions.

#### 2.1.1. Recruitment data

The data in this section is based on analysis of recruitment salaries for a similar role(s). It is a guide to starting pay for these roles, and in some cases also provides a guide to the maximum that might be achieved.

## Yorkshire and the Humber

Role	Specific skill	Range £pa	Typical £pa
Software Architect	Java	60-80,000	70,000
Software Architect	C#/VB.net, ASP.net	50-75,000	68,000
Technical Lead	Java	48-60,000	55,000
Technical Lead	C#/VB.net, ASP.net	48-58,000	55,000
Senior/Analyst Developer	Java	42-55,000	52,000
Senior/Analyst Developer	C#/VB.net, ASP.net	45-58,000	54,000
Developer	Java	42-55,000	48,000
Developer	C#/VB.net, ASP.net	35-50,000	45,000
Junior Developer	Java	25-35,000	28,000
Junior Developer	C#/VB.net, ASP.net	25-30,000	28,000

Source: Hay Salary and Recruiting Trends 2019.

### 2.1.2. NHS data

In this section we provide information on the salary range for the pay band likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff, is the largest employer in the UK and as such plays a key role in influencing the market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

Software Developers in the NHS are typically employed between Band 6 and 8a and the current salary range outside of London and high-cost areas in the South East/South is:

- Band 6, £31,365 - £37,890
- Band 7, £38,890 - £51,668
- Band 8a, £45,753 - £51,668

Roles based in high-cost areas qualify for the following supplements:

- Inner London – 20% of basic salary, subject to a minimum payment of £4,400 and a maximum payment of £6,778;

- Outer London – 15% of basic salary, subject to a minimum payment of £3,723 and a maximum payment of £4,744;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,019 and a maximum payment of £1,763.

### 2.1.3. IDR data

#### Software Developer – Level 6, by sector

Selection criteria	Lower Quartile	Median	Upper Quartile	Average
Whole UK Economy	£32,906	£36,298	£40,046	£36,876
Manufacturing & primary		£39,114		£37,947
Private sector services	£33,152	£37,064	£44,164	£38,378
Public sector	£33,310	£35,225	£36,312	£34,515

Source: IDR Pay Benchmark

#### Software Developer – Level 6, by region

Selection criteria	Lower Quartile	Median	Upper Quartile	Average
National rate	£30,228	£36,246	£41,002	£36,515
Yorkshire and the Humber		£35,938		£35,153
North West	£29,869	£36,539	£41,002	£36,403
North East		£33,138		£35,030

Source: IDR Pay Benchmark

#### Senior Software Developer – Level 7, by sector

Selection criteria	Lower Quartile	Median	Upper Quartile	Average
Whole UK Economy	£39,353	£43,937	£52,166	£47,227
Manufacturing & primary				£51,108
Private sector services	£42,560	£45,751	£59,672	£50,277
Public sector	£37,490	£38,500	£43,152	£40,183

Source: IDR Pay Benchmark

### Senior Software Developer – Level 7, by region

Selection criteria	Lower Quartile	Median	Upper Quartile	Average
National rate	£37,985	£42,081	£46,734	£44,198
Yorkshire and the Humber	£37,832	£42,081	£46,250	£42,989
North West	£39,843	£42,264	£47,854	£44,162
North East	£41,645		£43,156	£41,645

Source: IDR Pay Benchmarker

### IT Head of Function – Level 8

Selection criteria	Lower Quartile	Median	Upper Quartile	Average
Level 8	£49,826	£53,940	£60,361	£55,196

Source: IDR Pay Benchmarker

Note: This is the closest to a Head of Software Development within the IDR benchmarking tool and depending upon the organisation this role can vary in degrees of responsibility.

### 3. Job advertisements

This section details current comparable vacancies from our database of advertised positions.

#### 3.1.Data and summary

##### Software Developers - job advertisements

Reference ID	Organisation	Job title	Min	Max	Location
IN684	B&M Associates	Junior Software Developer	£18,000	£22,000	Melton Mobraay
AC986	Wrexham Glyndwr University	Student Record Systems Developer	£30,045	£34,804	Wrexham
IN683	Fido Merchant Services	Software Developer	£28,000	£45,000	York
AC985	EMBL	Software Developer	£32,112	£35,928	Cambridge
IN685	Ger4Music Tech	Software Developer	£30,000	£40,000	York
NHS30	Aneurin Bevan University Health Board	Software Developer	£24,907	£30,615	Pontypool
NHS31	University Hospitals of Leicester	eHospital Software Developer	£31,365	£37,890	Leicester
AC987	University of Cambridge	Senior Software Developer	£55,751	£59,135	Cambridge



### 3.2. Job advertisements

The following pages present the job advertisements for the above vacancies.

# Junior Software Developer

B&M Associates Limited

Melton Mowbray LE13

Full-time, Permanent

£18,000 - £22,000 a year

We are a leading Pallet and Equipment Management company looking for Graduate / Junior Software Developer to join our growing team.

You will be designing, creating, developing, writing and testing robust and quality code for a our bespoke Pallet and Equipment Management systems.

You will report and work under the supervision of our Systems Development Manager, who will support and assist you in all aspects of the role.

## Required Skills & Experience?

- Advanced knowledge of Office development VBA and MS Excel Macros
- Proven experience of Web Development ASP.NET (MVC and WebForms), Html, Css
- Advanced knowledge of programming, ideally C#
- Microsoft SQL Server 2008/2012 or higher
- Javascript and XML knowledge desirable
  
- Understanding of software design patterns and principles

## Personal Qualities Required

- Self-motivated with a strong work ethic and a highly committed attitude with minimal supervision.
- Ability to clearly communicate technical information to non-technical users, and able to synthesize non-technical user requirements into clear and concise technical specifications
- Ability to handle multiple concurrent tasks, set priorities, meet deadlines, and adjust quickly to manage priorities as necessary
- Strong analytical skills
- Methodical and accurate, showing great attention to detail

Benefits:

- On-site parking

Job Types: Full-time, Permanent

Salary: £18,000.00 to £22,000.00 /year

Licence:

- Driving (Preferred)

Work remotely:

- Temporarily due to COVID-19

- 4 days ago - [report job](#)

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# Student Record Systems Developer

## Wrexham Glyndwr University - Student Record Systems

<b>Location:</b>	Wrexham	<b>Placed On:</b>	22nd May 2020
<b>Salary:</b>	£30,045 to £34,804 p.a.	<b>Closes:</b>	14th June 2020
<b>Hours:</b>	Full Time	<b>Job Ref:</b>	1920129
<b>Contract Type:</b>	Permanent		

Apply

**Location:** Wrexham

**Salary:** £30,045 to £34,804 per annum

**Closing Date:** Sunday 14 June 2020

**Interview Date:** Tuesday 30 June 2020

**Reference:** 1920129

**1.0 FTE**

**Permanent**

The Directorate for Strategic Planning and Student Administration is at the forefront of supporting and enhancing the student journey through the University and in working with Faculties to support growth, innovation and development. It will be looking to work in new ways and is predicated upon the following principles:

- Simplification of processes
- Process automation wherever possible
- Increase self-service for students and staff
- Expectation of continuous adaptation and change.

The Directorate has a vacancy for a Student Records Systems Developer. This is a full-time role that will report to the Senior Student Records Developer working within a small team of systems developers. Ideally suited to someone with existing software systems and/or database programming, to take a role in the "hands on" development and support of the University's student record system, contributing to business process improvements and developments to improve administrative processes and enhance the student experience from pre-enrolment to graduation. The post holder will contribute on key University projects which rely upon the data and functionality within the student record system

The role will play a key part in this exciting and challenging development within the University. As such, key amongst the attributes are: being a creative and confident thinker; personal dynamism and innovative approach; and ability to adopt a flexible and positive approach.

(Those interested should note that a similar post was advertised recently which was dependent upon current working knowledge of SITS. After review of needs it is recognised that an experienced systems developer and programmer would be able to successfully fill this role)

developer and programmer would be able to successfully fill this role)

Those interested are encouraged to contact the Student Record Systems Manager, [Caroline.Wedley@glyndwr.ac.uk](mailto:Caroline.Wedley@glyndwr.ac.uk)

Wrexham Glyndwr University is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates and will ensure applicants will not be discriminated against due to their protected characteristics under the Equality Act 2010. The University will make all efforts to meet your access requirements, please contact our Human Resources Team as soon as possible to discuss any adjustments you may need.

We welcome applications in Welsh and English. Any applications submitted in Welsh will not be treated less favourably than applications submitted in English.

#### Advert information

##### Type / Role:

Professional or Managerial

##### Subject Area(s):

IT

##### Location(s):

Wales

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# Software Developer

Fido Merchant Services

York YO10

Full-time, Contract, Permanent

£28,000 - £45,000 a year

FIDO is a new versatile fintech company specialising in B2B Online Payments, prepaid card solutions, e-wallets and bank-in-a-box technologies. We are looking for an experienced, motivated, self-starting developer with very strong technical development, architectural and trouble-shooting skills. They need to have a broad range of experience and be able to hit the ground running.

Based at:

York Office,

Start Date:

Immediate

Duration:

6 months+

Requirement:

To integrate our bank-in-a-box (BIB) technology platform with other systems/APIs and white label/configure it for numerous clients.

Key Skills:

PHP, Laravel framework, HTML, CSS, Javascript, Linux, CPANEL administration (UK datacentre), MySQL, Java, Android application development, iOS non-native app, cloudflare (configuration & DDoS protection)

Secondary skills:

API development, JSON, cloud (Azure/AWS/GCP), web-services, LAMP stack, security.

Summary:

In this role you will have the opportunity to work in a small growing organisation which is dynamic and innovative, we are a very lean organisation constantly looking to innovate and extend our technical offering. We are keen to get started on these new integrations as soon as possible.

Benefits:

- Work from home opportunities
- Flexible working hours
- On-site parking
- Bonus scheme
- Discounted/free food

Reference ID: 0002

Application deadline: 04/06/2020

Job Types: Full-time, Contract, Permanent

Salary: £28,000.00 to £45,000.00 /year

Experience:

- software engineering: 3 years (Preferred)
- c++: 2 years (Preferred)

Education:

- Bachelor's (Preferred)

Work remotely:

- Temporarily due to COVID-19

- 3 days ago - [report job](#)

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[Software Engineer jobs in York](#)

[Jobs at Fido Merchant Services in York](#)

[Software Engineer salaries in York](#)



# Software Developer

## European Molecular Biology Laboratory (EMBL)

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<b>Location:</b>	Cambridge, Hinxton	<b>Placed On:</b>	20th May 2020
<b>Salary:</b>	£2,676 to £2,994 monthly salary starting after tax (Grade 5 or 6)	<b>Closes:</b>	1st July 2020
<b>Hours:</b>	Full Time	<b>Job Ref:</b>	EBI01643
<b>Contract Type:</b>	Fixed-Term/Contract		

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Apply

We encourage candidates with all levels of expertise to apply. At EMBL-EBI, we help scientists realise the potential of 'big data' in biology by enabling them to exploit complex information to make discoveries that benefit mankind. Working for EMBL-EBI gives you an opportunity to apply your skills and energy for the greater good. As part of the European Molecular Biology Laboratory (EMBL), we are a non-profit, intergovernmental organisation funded by over 27 member states and two associate member states. We are located on the Wellcome Genome Campus near Cambridge in the UK, and our 600 staff are engineers, technicians, scientists and other professionals from all over the world.

EMBL is an inclusive, equal opportunity employer offering attractive conditions and benefits appropriate to an international research organisation. The remuneration package comprises a competitive salary, a comprehensive pension scheme and health insurance, educational and other family related benefits where applicable, as well as financial support for relocation and installation. For more information about pay and benefits click [here](#)

We have an informal culture, international working environment and excellent professional development opportunities but one of the really amazing things about us is the concentration of technical and scientific expertise – something you probably won't find anywhere else.

If you've ever visited the campus you'll have experienced first-hand our friendly, collegial and supportive atmosphere, set in the beautiful Cambridgeshire countryside. Our staff also enjoy excellent sports facilities including a gym, a free shuttle bus, an on-site nursery, cafés and restaurant and a library.

### About the team/job

We are seeking a talented backend software engineer to join the Open Targets Core Team in the development of the Genetics Portal. Open Targets (OT) is a public-private partnership aiming to systematically identify and prioritise drug targets by integrating complex biological data in a pre-competitive environment. The Open Targets Genetics Portal (<https://genetics.opentargets.org>) leverages the increasing amount of human genetic data in order to publicly facilitate the drug discovery decision-making with a focus on target identification and prioritisation.

You will join a dynamic and multidisciplinary team, where we use a range of cutting-edge technologies, to process, store and aggregate the vast amount of human genetic data available. You will have the opportunity to build on the most recent statistical genomics analysis and provide a robust infrastructure to expand the deck of available applications in public and private instances of the Portal. Our current

expand the deck of available applications in public and private instances of the Portal. Our current technologies include ElasticSearch, Spark, ClickHouse and a variety of Google cloud services including Dataproc and BigQuery.

### Your role

The main responsibilities will involve:

- Data processing pipelines in Python or Scala using the Spark Framework
- Design and implementation of GraphQL web services in the Play Framework
- Deployment in a cloud environment (Google Cloud) and keeping our services performant across multiple geographical regions.
- Ensuring the open source nature of the Open Targets project as a public resource for target identification and prioritisation.
- Help to improve the orchestration of the backend components

Working in a multi-disciplinary team embedded in the European Bioinformatics Institute (EMBL-EBI), you will have the opportunity to join a thriving community around large-scale biomedical data. We seek a colleague who wants to keep up with cutting-edge infrastructure and take ownership on the upcoming Open Targets projects.

For additional information and the instruction on how to apply, please click the Apply button above.

### Advert information

#### Type / Role:

Professional or Managerial

#### Subject Area(s):

IT

#### Location(s):

South East England

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# Software Developer

Gear4music Tech

York YO26

Full-time, Permanent

£30,000 - £40,000 a year

## Who we are

Gear4music is the largest retailer of musical instruments and equipment in the UK. Launched in 2003 by Chief Executive Officer Andrew Wass, our sales have grown quickly from £12M to £110M in the past 6 years. We're not stopping there - we grew by more than 40% during the final four months of 2018!

## Who we **really** are

Here in our technical hub, we really care about people. We want you to grow and develop with us in a fully open and supportive environment. We want to hear your ideas and for you to be yourself in an atmosphere that encourages people's individual personalities to shine.

We pride ourselves on having a real culture here at Gear4music, we're not an agency, we're in-house and offer something that's more than a token couple of beanbags and a PS4 you don't have time to play. From important things like having a mental health first aider, silly things like our **#toast** Slack channel, the occasional **#movienights** to the D&D club we didn't even know we had!

We're techy to the core, with hands-on technical management through to board level. We pride ourselves on our flat structure where our directors sit in with the teams and are only a shoulder tap away when you need them. We encourage honest code review feedback, even if you're critiquing your boss. We host regular knowledge-sharing lunches and have an active tech share channel for news, updates and all the latest releases

## Who we're **not**

- We're not the kind of people who'll sell you a job based on gimmicks and recruiter-speak. We know you don't want to hear how disruptive we are, how unique this opportunity is or how many boundaries we're pushing.
- We're also not an agency. You'll have a chance to do your best work here, in a team who recognise that quality matters. You won't be asked to skip writing tests because the client hasn't paid for it.
- There is no need for you to bring your noise cancelling headphones to drown out the sound of the endless sales calls, because we have an open plan office where you're only surrounded by like-minded developers.
- We truly believe in a healthy work/life balance. Here, our flexible hours allow you to start at a time that suits you, and you're more likely to be told to go home than to stay late. That means getting home in time to tuck the kids into bed at night or get to that gig you've been looking forward to for ages.
- We might be a socially active bunch, but if something's not your bag, there is no forced inclusion. So if those pints down the pub or board game themed socials don't strike the right chord, you've got nothing to worry about.

## What we do

Gear4music sell musical instruments and equipment online. Our range includes over 50,000 products from nearly 900 manufacturers. We sell to over 190 countries, across 20 multilingual websites, 9 different currencies, shipping with more than 15 couriers, from 3 hubs in the UK, Germany and Sweden.

Our in-house tech team build and support the completely custom-built platform we use to make all of that possible. The projects you'd work on might include new user-facing features on our website, tweaks to one of our batch order processing systems, a large-scale architecture rework or an integration with a new courier.

## Who are you

You are a motivated, flexible and talented engineer who is excited about leading and developing others and enthusiastic about learning new things and challenging themselves. We have opportunities for developers at every level, from junior

through to principal developers and technical architects.

You're not a lone ranger but believe in a joined up and friendly work environment that delivers real projects. You're someone who takes pride in the things you do and likes to see things from beginning to end. You love the attention to detail and might even say it could be a strength and a weakness. You will champion new technologies when it's right for the business.

You'll also need some personality. You'll get bonus points if you've got strong GIF-game, and we'd love to know what you're into (even if you're really passionate about a specific brand of water.) We want to hear all your ideas and we want you to tell us what you think.

### **What we're looking for**

We want to work with like-minded people who set high standards for themselves and the work that they produce. We'd love it if you were passionate about continuous integration, profiling, unit testing or documentation (or all of the above.)

Some of the skills and experience we're looking for include:

- A solid understanding of object-oriented PHP, design patterns, etc.
- Interface development with HTML5, SCSS, JavaScript (including frameworks like ReactJS, Bootstrap, jQuery, ExtJS).
- Strong MySQL knowledge, working with large & complex schemas.
- Production experience with Linux environments, and experience with cloud computing.
- Experience building highly scalable and complex distributed systems.
- A background in commercial development, most likely on E-Commerce or high volume transactional systems.
- An interest in web software performance (from micro-optimisations in PHP code, MySQL schemas and queries through to progressive web.)
- Knowledge of or experience with any or all of these technologies: Composer, Elasticsearch, Docker, Ansible, Github, Continuous Integration, PHPUnit, Kubernetes, GCP, xhprof.

Don't worry if you can't tick all of these boxes! If you did, you might be exaggerating. We'd like to hear from you if this sounds like the kind of tech stack you're used to working with.

### **What we can give you**

Other than the benefit of working with such a great bunch of people, we also really value your wellbeing and want to ensure you have a lifestyle that helps you get the best of your work and your free time. We work hard to make sure you have clear objectives and will tailor your progression plan with what you want and not just what the business needs.

- Great pay, which is never late.
- A 'go home' culture where no one is expecting you to be still in the office past your working hours.
- A personal career development plan and regular one to ones.
- Twice yearly pay reviews that are not tied to the company's performance or your current job title.
- A Windows, Mac or Linux laptop, and we'll buy your IDE of choice
- Health Assured Employee Assistance Programme, helping you to manage personal issues at work and at home.
- A great discount scheme.
- A super generous employee referral scheme.
- Flexible working hours and no dress code.
- Company lunches and social events.

Plus all the usual things you'd expect:

- Share grant scheme.
- Employer pension scheme.
- Eyecare vouchers.
- Cycle to work scheme.
- A great coffee machine and a regular supply of milk.

Benefits:

- Flexible working hours
- Company events & social hours
- Company pension
- Employee discounts
- Profit sharing/share options

- Casual dress

Job Types: Full-time, Permanent

Salary: £30,000.00 to £40,000.00 /year

Experience:

- PHP: 1 year (Preferred)
- MySQL: 1 year (Preferred)

Work remotely:

- Temporarily due to COVID-19

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## Software Developer

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### Job Reference: 040-AC176-0520

**Employer:** [Aneurin Bevan University Health Board](#)

**Department:** Informatics

**Location:** Mamhilad Park Estate, Pontypool

**Salary:** £24,907 to £30,615 per annum



**Job Type:** Permanent

**Working pattern:** Full Time 37.5 hours per week

**Pay Scheme:** Agenda for change

**Pay Band:** 5

**Staff Group:** Administrative & Clerical

**Speciality/Function:** Informatics

If you are successful at interview for this post you will receive your conditional offer of appointment and information pack via email.

We reserve the right to close this vacancy at any time. Therefore we encourage early applications to ensure consideration for this post. If you are short listed for this post, you will be contacted via your email account you used to apply for this post, therefore please check your account regularly.

Applicants are invited to apply in Welsh, any application submitted in Welsh will not be treated less favourably than an application made in English

**Please check your email account regularly.** Successful applicants will receive all recruitment related correspondence via the email account registered on the application form.

Aneurin Bevan University Health Board support flexible working.

We are seeking a highly motivated and enthusiastic developer to work within the Software Development Team. We are looking for a self-starting individual with the ability to deal with accelerated learning.

You will be responsible for building high quality software and will be expected to take part in all aspects of the development lifecycle, from requirements capture to deployment within an agile environment.

You will be expected to:

- Develop high quality clinical software applications and services using Microsoft .Net languages
- Analyse and resolve complex software issues and bugs
- Work with users, clinicians and colleagues in order to develop highly functional applications to meet business needs
- Provide last line support for clinical applications
- Deploy and implement software and bug fixes in a clinical environment
- Work in an agile development environment

Experience in the following areas would be advantageous:

- Application development using the Microsoft .Net framework or .Net Core (preferably using C#)
- Experience with modern software languages such as Java.
- Database application development using MS SQL Server
- Mobile App development
- Experience working in an Agile environment
- Web API , Http REST
- Scripting languages such as JavaScript, jQuery, Angular, TypeScript or React.js
- Experience working with a source control system such as Team Foundation Server or Git
- Knowledge of clinical applications

The post holder will be expected to work alongside the other members of the Software Development and QA teams and will also work closely with clinicians and health board users to design and develop class leading

### Read this before applying

[Job Description \(160 KB\)](#)

[Person Specification \(117 KB\)](#)

[Apply for this job](#)

**Closing Date: 02/06/2020**

### Additional documentation

[Fframwaith Gwerthoedd ac Ymddygiad](#)

[Values & Behaviour Framework](#)

[Guidance Notes for Applicants](#)

[NWSSP Recruitment Services Privacy Notice](#)

[NWSSP Hire to Retire Privacy Notice](#)

### Further links

[Aneurin Bevan University Health Board website](#)

[Flexible Working Options](#)

[NHS Wales – Train, Work, Live](#)

If you have any concerns about this job then please [report it to our Customer Service team](#).

web applications. You will be joining a small and diverse team working on important projects to utilise software in order to improve efficiency and quality of patient care in an agile environment.

The ability to speak Welsh is desirable for this post; Welsh and/or English speakers are equally welcome to apply.

Closing Date: 2nd June 2002

For further details / informal visits contact:

Gareth Powell  
01495 765038  
gareth.powell@wales.nhs.uk

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Applications from job seekers who require Tier 2 sponsorship to work in the UK are welcome and will be considered alongside all other applications. However, non-EEA candidates may not be appointed to a post if a suitably qualified, experienced and skilled EU/EEA candidate is available to take up the post as the employing body is unlikely, in these circumstances, to satisfy the resident labour market test. UK Visas and Immigration (UKVI) requires employers to complete this test to show that no suitably qualified EEA or EU worker can fill the post. For further information please visit the UKVI website.

Please note that the inbox is not monitored. If you have any queries please contact the Recruitment Helpdesk on 02920 905353

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[Find Coronavirus related roles here.](#)

[Find out about Clinical Contact Caseworker \(Track and Trace\) roles here](#)

## eHospital Software Developer

[Add to favourites](#)


### Job Reference: 358-2201768-COR-B



**Job Type:** Fixed term (March 2022)

**Working pattern:** 37.5 hours

**Pay Scheme:** Agenda for change

**Pay Band:** 6

**Staff Group:** Administrative & Clerical

**Specialty/Function:** Corporate

**Employer:** [University Hospitals of Leicester](#)

**Department:** IM&T

**Location:** County Hall, Glenfield, Leicester, Leicester

**Salary:** £31,365 - £37,890 per ann

### Read this before applying

[Job Description & Person Specification \(382 KB\)](#)

[Additional Information \(48 KB\)](#)

[Apply for this job](#)

The IM&T department at University Hospitals of Leicester NHS Trust is looking to recruit a software developer to join our eHospital development team.

As one of the largest acute teaching hospital trusts in the country, we are using virtualisation, mobile and cloud-based technologies to transform the delivery of IT to our user base comprising around 15,000 clinicians and administrative staff, 8000 PCs and over 3000 mobile devices. Our 'eHospital' programme aims to deliver a key strategic objective for the organisation, that is becoming a digital hospital by 2022 and in particular reducing the reliance on paper across all care settings. We are working with our strategic EPR vendor on a first of type, mobile first solution that seeks to break new ground in the healthcare IT marketplace.

It is an exciting time to join University Hospitals of Leicester NHS Trust as we have been selected as one of the first trusts to join the Digital Aspirant programme by NHSX. This programme will give us additional funding to support the implementation of our EPR programme over the next three years.

As a software developer you will have a key part to play, working on multiple projects simultaneously alongside business analysts, solution architects, system suppliers and stakeholders from across our three hospital sites. Supporting our eHospital Software Engineers you will work closely with our teams of clinical facilitators and eHospital Programme leads, to transform solution designs and requirements specifications into robust solutions. You will ensure best practice is followed in terms of development, configuration and testing lifecycles and follow a mixture of agile and traditional waterfall project approaches.

The work will entail the use of a range of technologies along an open, standards-based approach to design and develop electronic data capture forms, build correspondence templates and assist with back end systems integration using HL7 messaging and FHIR. You will also be required to use HTML, CSS, JavaScript and jQuery to optimise and design electronic assessment forms and web applications.

Experience of using .NET Core, C#, MVC, Microsoft SQL Server and Healthcare Integration Engine platforms would be an advantage.

If you're a proactive and creative technologist with excellent interpersonal skills please get in touch for an informal discussion.

For further details / informal visits contact:

Dean Rochell  
eHospital Development Lead  
dean.rochell@uhl-tr.nhs.uk  
0116 258 8589

**Closing Date:** 22/06/2020

**Contact Name:**

Dean Rochell

**Email Address:**

[dean.rochell@uhl-tr.nhs.uk](mailto:dean.rochell@uhl-tr.nhs.uk)

**Telephone:**

0116 258 8589

### Additional documentation

None Available

### Further links

[UHL Website - Information on working for us](#)

[Accommodation](#)

[Benefits of working for UHL](#)

[UHL Hospital Maps](#)

If you have any concerns about this job then please [report it to our Customer Service team](#).

We will close vacancies prior to the published closing date if we receive a sufficient number of application forms.

“Preference will be given in the first instance to existing NHS employees within the East Midlands healthcare community who are ‘at risk’ of redundancy. Such employees within the University Hospitals of Leicester NHS Trust will be considered first.”

## Important Information

Applications will be transferred to TRAC system, by completing an application you are giving authorisation for the transfer of your data.

Correspondence regarding your application will be sent to you by email via a TRAC system account.

UHL is an equal opportunities employer. We aim to employ a workforce that reflects the diverse communities we serve and where discrimination is outlawed, and staff and service users are equally valued and supported. We welcome applications from people from all backgrounds who match our job criteria.

We especially welcome applications from members of our black, Asian and minority ethnic (BAME) communities, as we have identified that UHL has an under-representation of BAME employees at band 7 and above.

Applicants who have a disability and meet the essential criteria for the job will be interviewed if you indicate you wish to be considered under the Guaranteed Interview Scheme. If you require a reasonable adjustment at any stage of the recruitment process please make the recruitment services team aware as soon as possible.

Appointments will be made on merit.

## Disclosure and Barring Service Check

If this post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Service (formerly known as CRB) .

## Tier 2 Certificate of Sponsorship

We welcome applications from individuals who require Tier 2 sponsorship. NON-EEA candidates may not be appointed, if a suitable EU/EEA candidate is successful. This is due to the fact that it is unlikely the Trust would be able to satisfy the Home Office Visa requirements.



To stay safe in your job search we recommend that you visit SAFERjobs (<https://www.safer-jobs.com>), a non-profit, joint industry and law enforcement organisation working to combat job scams. Visit the [SAFERjobs website](#) for information on common scams and to get free, expert advice for a safer job search.

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# UNIVERSITY OF CAMBRIDGE

## Senior Software Developer

University of Cambridge - University Information Services

<b>Location:</b>	Cambridge	<b>Placed On:</b>	4th May 2020
<b>Salary:</b>	£55,751 to £59,135	<b>Closes:</b>	30th October 2020
<b>Hours:</b>	Full Time	<b>Job Ref:</b>	VC20308
<b>Contract Type:</b>	Permanent		

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Are you passionate about front-end development and an expert in TypeScript and frameworks like React, Angular, or Vue? Can you design future-proof, elegant and performant architectures? Can you inspire others to do the same? Can you wrangle npm dependencies and keep master green and building as new libraries are released? The University of Cambridge's Information Services (UIS) is looking for a Senior Front-end Lead Software Developer to lead a team of Front-end engineers and join a growing division of 20 engineers working on building new cloud native services and modernising legacy applications. The services the team maintains, some public-facing, are mainly used by university staff and students (~60,000 people), use modern web architecture standards with APIs, which are continuously built and tested using Continuous Integration tools. They run on Docker containers and get deployed to a Kubernetes cluster in Google Cloud infrastructure. You will work on the University's Digital Presence Strategy project, which will create a new design system based on a front-end framework and design language, and a scalable Content Management System used by the whole university. Your work will have significant impact on the reputation of one of the world's leading universities.

Daily you will:

- Liaise closely with other developers to design APIs which serve the needs of automated clients and front-end applications;
- Lead the development of a unified Design System for University progressive web applications;
- Implement seamless interfaces using TypeScript, React and Material UI components that meet current accessibility guidelines;
- Use React hooks to separate presentation from state management, provide reusable functionality and to call APIs in a clean manner;
- Develop your code in the open on the University's GitLab instance;
- Provide positive and constructive code-review to fellow engineers;
- Write functional tests leveraging Selenium and BrowserStack and integrate them with GitLab CI pipelines;
- Package your work using Docker images corresponding to the serverless runtime contract: <https://github.com/knative/serving/blob/master/docs/runtime-contract.md>;
- Work collaboratively with other team engineers to continuously improve the UIS's products, processes, and technology.

The team has a strong learning mindset and have produced boilerplates for our technology stack (Terraform, Ansible, Python, Django, React, and Typescript) that help us be more efficient, work better at scale and keep ourselves DRY. The team has a DevOps culture and uses Scrum for its day to day work,



and we have adopted an "open by default" approach to new work. You can find much of our work to date at <https://gitlab.developers.cam.ac.uk/uis/devops>.

The ideal candidate we are looking for is someone who:

- Has experience working alongside developers in a multidisciplinary team;
- Loves DevOps culture;
- Enjoys training/mentoring other engineers;
- Has worked closely with UI designers to turn designs into reality;
- Can explain in detail the advantages of using TypeScript, React and reusable components;
- Likes to have green CI pipelines with multiple checks, tests, and validations;
- Strives to make their applications follow the Progressive Web Application guidelines.

More information about UIS can be found at <https://www.uis.cam.ac.uk/careers>.

Click the 'Apply' button below to register an account with our recruitment system (if you have not already) and apply online.

If you are interested in this opportunity and want to know more, please contact Abraham Martin at [amc203@cam.ac.uk](mailto:amc203@cam.ac.uk). Informal chats welcome. The closing date for applications is Friday 30 October 2020.

Please note that this is a rolling campaign and applicants will be reviewed periodically.

#### Advert information

##### Type / Role:

Professional or Managerial

##### Subject Area(s):

IT

Property & Maintenance

Senior Management

##### Location(s):

South East England

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