



# Web Services Developer

**Closing Date: Wednesday 6 November 2024, midday**

**Expected Interview Date: w/c 25 November 2024**

## Recruitment Reference:

HES/24/187a

## Starting Salary:

£39,768 per annum

## Salary Range:

£39,768 - £45,693 per annum

(+ £4,000 Personal Development Scheme Allowance after 9 months of service)

## Pay Band:

Band D

## Directorate:

Finance & Corporate Services

## Location:

Longmore House, Edinburgh

## Line Manager:

Angus Mechen, Application Services Manager

## Contract Type:

Permanent

## Working Hours:

Full time - 35 hours per week with occasional evening and weekend working required

Thank you for your interest in the post of Web Services Developer with Historic Environment Scotland (HES), based at Longmore House, Edinburgh. This is a permanent and pensionable appointment.

You will be responsible for designing and developing web services and related applications. You will work alongside the existing team providing development support for related Business as Usual services to HES.

## About us

We are the lead body for Scotland's historic environment; a charity dedicated to the advancement of heritage, culture, education and environmental protection. We're at the forefront of researching and understanding the historic environment and addressing the impact of climate change on its future. We investigate and record architectural and archaeological sites and landscapes across Scotland and care for more than 300 properties of national importance. We have a People Strategy, which is an overarching strategy to ensure we support and develop staff within the organisation.

## Our Vision

Our vision is that Scotland's historic environment is cherished, understood, shared and enjoyed with pride by everyone.

## Our Priorities

- The historic environment makes a real difference to people's lives

- The historic environment is looked after, protected and managed for the generations to come.
- The historic environment makes a broader contribution to the economy of Scotland and its people
- The historic environment inspires a creative and vibrant Scotland
- The historic environment is cared for and championed by a high performing organisation.

## Overview of the post and information about the team

As Web Services Developer, you will sit within the IT department's Application Services team, which is part of the Finance and Corporate Services Directorate. You will be part of the Development team consisting of 16 posts covering web and service development.

You will assist with the web development functions of the team. You will support aspects of our business-as-usual development work alongside any dedicated project development work that the team is required to work with. This will help maintain a number of our public facing services (including the HMS Designations, Portal, Properties in Care, Sites & Archives, GIS Mapping Services and more).

As part of your role, you will deliver technical visualisation of proposed applications for approval by customer and execution by system developers; translate logical designs into physical designs and produce detailed design documentation; map work to user specification and remove errors and deviations from specification to achieve user-friendly processes.

In addition, this post attracts a Professional Development Scheme allowance of £4,000 per annum after a nine-month qualifying period.

## Key responsibilities, duties and objectives

- Development, support and maintenance of web applications
- Map legacy structures/systems (including workflows) to new systems
- Analyse data structures of legacy systems
- Coordinate with colleagues to integrate legacy datasets into the new systems/applications
- Document above procedures
- Maintain records/logs (preferably automatically) of the results of completed procedures, including the number of records successfully imported, exceptions etc
- Participate in agile scrums as part of projects and take actions to estimate and deliver solutions via an agile methodology in collaboration with both colleagues and the business
- Ensure that technical standards/styles are adhered to and maintained, milestones and targets are met, and objectives achieved
- Other development duties delegated by the Application Services Manager or by Service Developers



## Post Competencies

You will be assessed against these competencies during our selection process.

### **Core Competencies:**

- Delivering excellent Service – Demonstrating a commitment to quality services
- Teamwork - Contributing to and supporting working together
- Planning and Organising - Putting plans and resources in place to achieve results
- Communication - Communicating appropriately and clearly
- Knowledge & Expertise - Applying and developing knowledge and expertise to achieve results - (See below for specific criteria)

### **Management Competencies:**

- Achieving results - Focusing on the delivery of objectives
- Leading a Team/Project/Task – Focusing on leading a Team/Project/Task or developing people.

## Knowledge, skills and experience

You will be required to demonstrate that you meet the requirements and qualifications below as part of the selection process.

### **Essential requirements:**

- Experience of:
  - MS Dynamics/Power apps
  - Javascript frameworks (Angular preferred)
  - PHP (Laravel preferred)
  - MySQL
  - Versioning/Source Control (e.g. GIT)
- Experience of working independently
- Experience of managing priorities

### **Desirable requirements:**

Experience of:

- Azure Webservices
- Azure Devops
- JIRA/agile
- Shopify
- Web accessibility standards
- Power BI
- Power Automate flows
- Linux &/or Microsoft IIS server



***Qualifications & Professional Memberships:***

- Qualifications, vocational training or experience at [SCQF level 8](#) (e.g. HND or Diploma) in a relevant subject area, e.g. IT, business, SQL code or Linux is essential

## What we offer

We welcome applications from all nationalities, assuming that they have the right to work in the UK: applying for a job with us could open the door to a unique work environment. It will give you job satisfaction and excellent development opportunities, plus a competitive salary, 25 days paid holidays (rising to 30 days after 3 years' service) and 11.5 public holidays a year – pro rata for part time staff.

In addition, we offer a great benefits package to our employees which includes:

- flexible working hours (where appropriate)
- special leave
- maternity/paternity leave
- adoption leave
- reimbursement for relevant professional subscriptions
- support for further education and personal development
- study leave for work related courses
- access to a learning resource centre

## Health and welfare

We offer you access to:

- our Employee Assistance Programme – for confidential advice and counselling
- an occupational sick pay scheme
- discounts at some local authority leisure facilities
- access to a free Headspace membership
- interest free loans for bicycles and annual travel passes (see 'season ticket' below)
- reasonable adjustments when needed, as part of our Equalities policy

## Staff discounts

You will receive:

- free entry to all of our properties (with up to three guests)
- free entry to English Heritage, Manx and Cadw properties
- 20% off purchases in our retail outlets

## Season tickets

You can receive an advance to help with the cost of buying an annual season ticket for travel between home and work. The advance is then repaid from your salary over the life of the season ticket. Available to all permanent and fixed-term staff.



## How to apply for this post

You can apply on-line by visiting our website at <https://applications.historicenvironment.scot/>

Guidance on completing the application can be found in the 'Guidance notes for applicants' document, also available at the above website, which we recommend that you read, in conjunction with this Job Description.

Your application must arrive by the advertised closing date. Please note that when applying online, we will only be able to see your application once you fully submit it.

If you are unable to complete an online application form, please email [recruit@hes.scot](mailto:recruit@hes.scot), quoting the job title and recruitment reference, and we will arrange for an application form to be sent to you.

Please note that, as we operate an electronic recruitment system, we will contact you via the email address that you provide in your application to inform you of the outcome of your application.

For further information about the post, please contact Angus Mechen, Application Services Manager, via email at [angus.mechen@hes.scot](mailto:angus.mechen@hes.scot)

We welcome all applicants from under-represented groups within HES. We know from our [equality monitoring](#) that we need to increase our diversity in terms of ethnicity and disability. We also want to address occupational areas where the ratio is disproportionately in favour of women or men. We ask all applicants to complete the Equality Monitoring section of the recruitment paperwork to help us pursue a diverse and inclusive workforce. In support of our Gaelic language plan we welcome applications from Gaelic speakers.

Human Resources  
Historic Environment Scotland