

Person Specification

Job title: Systems Development Manager

Team: IT

In order to meet the full requirements of the post, applicants must hold the qualifications specified; have experience in and/or be able to demonstrate competence in the following areas:

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> A degree or equivalent level 6 qualification in an IT related subject. 	<ul style="list-style-type: none"> Relevant Professional IT Qualification.
Relevant knowledge & experience	<p>Two years' experience in the criteria in Information Systems below:</p> <p>Information Systems:</p> <ul style="list-style-type: none"> Excellent knowledge and experience in the development of reports and data visualisation using Microsoft SQL Server, including Microsoft SQL Server Reporting Services and SQL Server Management Studio. Experience working with business intelligence and management information systems to develop reports and dashboards including Microsoft PowerBI or equivalent. Experience working with data visualisation software and systems, including Tableau or equivalent. Ability to develop and maintain a comprehensive understanding of the Altair pension administration system and latest software developments. Experience working with Microsoft Visual Studio to design and develop reports. Proficient in the use of the advanced features of MS Excel. <p>Management:</p> <ul style="list-style-type: none"> One year's experience mentoring or managing junior staff, to include development and training of staff 	<ul style="list-style-type: none"> Experience with VB and Macro enabled Microsoft Excel automations. Experience working with Oracle database technologies and integrations with MS SQL. Experience or knowledge of financial or pensions reporting.

<p>Skills and competencies</p>	<p>Administration and organisational skills:</p> <ul style="list-style-type: none"> • Ability to work to deadlines, prioritise and manage tasks simultaneously. • Ability to manage multiple and varied tasks, workloads, balance competing priorities and work with attention to detail. Maintain accurate and complete documentation and procedures. <p>Communication skills:</p> <ul style="list-style-type: none"> • The ability to communicate effectively and professionally at all levels with a high standard of written and verbal English. This should include the ability to understand, communicate, train, present technical information and procedures and provide support to technical and non-technical users. <p>Team working and interpersonal skills:</p> <ul style="list-style-type: none"> • Excellent interpersonal skills and an ability to establish strong working relationships and a collaborative focus to increase co-operation and maintain a high level of satisfaction with stakeholders. • Ability to work both as part of a team and with a high degree of independence with minimum supervision. <p>Analytical and decision-making skills:</p> <ul style="list-style-type: none"> • Exceptional problem-solving skills to determine requirements and deliver system solutions to enhance user experience. <p>Professional ability:</p> <ul style="list-style-type: none"> • A continuous improvement mindset to identify, investigate and suggest improvements to systems to meet NILGOSC/stakeholder needs. 	<p>n/a</p>
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