

Job Description

Job title	ICT Lead PHP Developer
Directorate	BUSINESS : Business Support
Division	ICT
Range	MPR 6
Reports to	ICT Development Manager

Main purpose of the job:

As the Lead PHP Developer is to lead a team of PHP Developers, focused on building and maintaining accessible, user-friendly, and scalable public-facing web solutions, leveraging Jadu CMS to create and manage web content, and Jadu XFP to develop online forms that enhance service delivery for residents.

The places a strong is to create visually appealing sites that feature user-friendly design and clear navigation. They are also responsible for providing guidance, support, and mentorship to their team, ensuring the delivery of high-quality web solutions. They play a key role in driving the organization’s digital transformation initiatives forward. This role requires a dedicated individual who can work both independently and collaboratively.

Liaise with stakeholders in a way that promotes the [One Medway Council Plan](#) and embeds our [values and behaviours](#).

Accountabilities and outcomes:

1. Writing Clean, Efficient Code:
 - Develop and maintain high-quality PHP code that is reusable and easy to read.
 - Follow best practices for coding standards and conventions.
2. Building and Maintaining Web Applications:
 - Design and implement robust web applications and websites.
 - Ensure the applications are secure, scalable, and performant.
3. Database Management:
 - Design and manage database schemas.

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- Optimize queries and ensure data integrity.
4. Testing and Debugging:
 - Conduct thorough testing to identify and fix bugs.
 - Perform regular updates and maintenance.
 5. Collaboration:
 - Work closely with front-end developers, designers, and other stakeholders to integrate user-facing elements with server-side logic.
 - Communicate effectively to translate business requirements into technical specifications.

Outcomes:

1. Functional and User-Friendly Applications:
 - Deliver web applications that meet user needs and provide a seamless experience.
2. Secure and Reliable Systems:
 - Implement security measures to protect data and prevent vulnerabilities.
3. Efficient Performance:
 - Ensure applications run smoothly and efficiently, handling high traffic and large data volumes.
4. Timely Delivery:
 - Complete projects within deadlines while maintaining high standards of quality.
5. Continuous Improvement:
 - Stay updated with the latest industry trends and technologies to continuously improve the applications.

At the discretion of the Head of Service, such other activities as may from time to time be agreed consistent with the nature of the job described above.

Key Corporate Accountabilities:

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone's responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

As a corporate parent, all council employees are responsible for ensuring the well-being and positive outcomes of Medway's care-experienced children and young people.

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To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Progression Framework.

Work in accordance with the Equality Act 2010 and the Public Sector Equality Duty to eliminate unlawful discrimination, harassment and victimisation. Promoting equality of opportunity, fostering good relations and improving the quality of life and opportunities for everyone living and working in Medway.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

Medway Council is a Category One responder in relation to the Civil Contingencies Act (2004) and as a result all staff working for the Authority may be asked to carry out Category One response duties or stand into the role of another member of staff who is responding to a Major Civil Incident.

Organisation:

This role reports to the ICT Development Manager.

The post holder will have line management responsibility.

The post holder will be required to liaise with all stakeholders both internal and external to the organisation.

Working Style:

HYBRID - a flexible working arrangement whereby an employee can undertake their work either in the office and/or partially or mainly from home on a temporary or permanent basis.

Person specification

All criteria at level A are considered essential unless stated otherwise.

Qualifications

Level A

- A degree in Computer Science, Software Engineering, Information Technology, or a related field.

Level B (in addition to level A criteria)

- Industry recognised PHP qualification (or related qualification or certification in a relevant programming language) or working towards.

Level C (in addition to levels A and B)

- Qualification / Certification in project management, or IT service management
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Knowledge

Level A

- Understanding of Object Oriented Programming principles
- Understanding of database systems such as MySQL/MariaDB, PostgreSQL, and other relational databases.
- Awareness of IT service management best practices (ITIL).

Level B (in addition to level A criteria)

- Demonstrable understanding of version control systems such as Git.
- Awareness of PHP Frameworks.
- Understanding of web security practices, including data encryption, secure coding, and vulnerability assessment.

Level C (in addition to levels A and B)

- Excellent understanding of HTML, CSS and JavaScript and uses.
 - Demonstrable understanding of management techniques in a leadership role
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Experience

Level A

- Demonstrable experience maintaining and debugging enterprise codebases, preferably with Symfony.
- Demonstrable experience in designing, managing, and optimising database schemas.
- Demonstrable experience in creating responsive, accessible web pages according to modern coding standards
- Ability to work effectively in a team environment and collaborate with stakeholders.
- Experience working with and building API's.
- Understanding of the NCSC 8 principles of secure Development and Deployment

Level B (in addition to level A criteria)

- Demonstrable hands-on experience in all stages of the software development lifecycle: planning, design, development, testing, deployment, and maintenance.

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- Proven ability to collaborate with cross-functional teams, including front-end developers and designers.
- Ability to write and maintain unit tests, integration tests, and use testing frameworks like PHPUnit
- Experience with CI/CD pipelines and tools like Jenkins or GitLab CI.
- Familiarity with HTML, CSS, JavaScript, and front-end frameworks like Vue.js or React.

Level C (in addition to levels A and B)

- Demonstrated experience in leading and mentoring a development team.
- Understanding and addressing the needs and concerns of team members and stakeholders
- Experience working with and building API's.

Skills

Level A

- Competent skills with PHP and its frameworks, preferably including Symfony.
- Competent OOP principles.
- HTML, CSS, and JavaScript.
- Database systems such as MySQL/MariaDB, PostgreSQL, and other relational databases.
- Version control systems such as Git and other version control systems.

Level B (in addition to level A criteria)

- CMS platforms such as Jadu or Drupal.
- Proficient OOP concepts and maintaining/debugging enterprise codebases.
- Organised and focused on delivering on individual, team, and organisation commitments.
- Ability to Proficiently lead and mentor a team, providing guidance and support
- Proficient analytical skills to troubleshoot and resolve issues efficiently.

Level C (in addition to levels A and B)

- Advanced SQL queries and database optimization techniques.
- Continuously develops and applies professional technical knowledge to drive excellent organisational performance.
- Team management, leadership, mentoring and support.