

Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)
ICT Lead PHP Developer	Range 6	- 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. - Building and Maintaining Web Applications: - Design and implement robust web applications and websites. - Ensure the applications are secure, scalable, and performant. - Database Management: - Design and manage database schemas. - Optimize queries and ensure data integrity. - Testing and Debugging: - Conduct thorough testing to identify and fix bugs. - Perform regular updates and maintenance. - 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.	Required for this level (in addition to all previous levels, if applicable) Qualifications Degree in Computer Science, Information Technology, or a related field or evidence of similar or equivalent. Knowledge Understanding of OOP principles. Understanding of database systems such as MySQL/MariaDB and other relational databases. Awareness of IT service management best practices (ITIL).	In addition to level A	In addition to levels A and B
			Experience 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.	Qualifications Industry recognised PHP qualification (or related qualification or certification in a relevant programming language) or working towards Knowledge 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. Experience Demonstrable hands-on experience in all stages of the software development lifecycle: planning, design, development, testing, deployment, and maintenance. 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.	Qualifications Qualification / Certification in project management, or IT service management Knowledge Excellent understanding of HTML, CSS and JavaScript and uses. Demonstrable understanding of management techniques in a leadership role Experience 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

			Understanding of the NCSC 8 principles of secure Development and Deployment		
			Skills 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	Skills CMS platforms such as Jadau 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	Skills 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.