

# Job Description

Job title:	Senior Software Developer
Reports to:	Software Development Manager
Responsible for:	No direct line management responsibility

## Role Overview

We make moments that matter by truly caring about our customers and ensuring they are at the heart of everything we do.

Like us, you are committed to exceptional customer service, and working hard to ensure our customers feel valued, heard, and supported. We deliver affordable homes and build better futures by actively listening to the needs and aspirations of our customers. We work to create communities where people feel safe, secure, and empowered. By fostering open communication, offering tailored services, and continually striving for excellence, we all aim to build lasting relationships that go beyond housing – enhancing lives and contributing to thriving, vibrant communities where everyone can feel good to be home.

As a Senior Software Developer you will deputise for and support the Software Development Management in the leadership and management of the Software Development Team. At the heart of Accent's change initiatives and continuous improvement work, you will develop new digital solutions to meet the organisations requirements.

Employing proven methodologies for software development and testing, your team will work develop the software code, system configuration and conduct the testing within the organisation's change portfolio.

Working with 3rd parties you will be responsible for their adherence to Accents methodologies and quality of delivery. You will ensure that the customer is at the heart of delivering you work, codesigning and codeveloping solutions.

## Core Values Alignment

We live and breathe our values. We are Smart, Driven, Caring, and Inclusive. Our colleague and leader competency framework underpins this and helps provide focus and clarity around the behaviours and attributes that are expected at Accent. Our focus on value for money ensures that we continue to spend wisely, work productively and make the best use of our resources. This is all about how we do things: it's what we expect everyone to embrace and work towards in their roles.

The IT Directorate is responsible for ensuring that the data, information and technology services needed by Accent to operate its essential daily services are Available, Secure, Trustworthy, Resilient and meet our customers' expectations. Our customers are at the heart of our business, and we design our services with our customers and for our customers.



## Key Responsibilities and Duties

- Acting as the technical Subject Matter Expert for small project team of insourced and outsourced developers.
- Lead solution design for complex business systems, ensuring scalability, security, and maintainability
- Drive migration of legacy systems to modern architectures, ensuring minimal disruption
- Design and build cloud-native applications and microservices, particularly using Azure
- Maintain technical documentation and ensure code quality through testing and debugging.
- Deputise for the Software Development Manager, providing leadership and decision-making support.
- Mentor and coach junior developers, fostering technical growth and best practices
- Conduct code reviews to ensure adherence to standards and maintainability
- Maintain technical documentation for architecture, design, and build processes
- Ensure code quality through testing and debugging, including unit and integration testing
- Support the definition and enforcement of development methodologies and coding standards
- Work closely with suppliers and third-party developers to ensure quality and compliance
- Engage with stakeholders and end-users to validate requirements, user journeys, and specifications
- Support the change lifecycle, delivering enhancements and fixes for operational systems.
- Assist in maintenance and troubleshooting of live systems when required
- Operate and optimise development tools and environments.
- Engage with all stakeholders to ensure that Software Development services and activities are delivering business
- Be visible in Accent's Offices 1-2 days per week (Bradford and Peterborough)

### Key Outcomes:

- Business systems and applications are designed to meet evolving user needs, ensuring scalability, security, and maintainability
- Code adheres to best practices, passes all quality checks, and meets functional and non-functional requirements
- Legacy systems transitioned to cloud-hosted microservices and third-party APIs integrated seamlessly
- Junior developers mentored effectively, and project teams guided to deliver high-quality outputs.
- Development methodologies, coding standards, and security practices consistently applied
- Architectural and technical documentation maintained for all systems and processes.

## The must haves:

- Deep proficiency in at least two software development languages
- Ability to design scalable, secure, and maintainable systems, including cloud-native architectures.
- Proven experience of SQL databases
- Strong experience with Azure services and migrating legacy systems to microservices
- Expertise in building secure APIs and integrating third-party services
- Proven ability to guide junior developers and act as a technical SME for project teams.
- Ability to resolve complex technical challenges and make informed architectural decisions.
- Ability to produce clear and accurate technical documentation

## The added extras:

- ITIL Version 4 Foundation Certificate
- Certification in Agile Development Methodology
- Advanced knowledge of designing and optimising solutions in Azure
- Ability to design and maintain automated build and deployment pipelines.
- Ability to oversee third-party development and ensure quality deliverable
- Understanding of user experience principles for front-end design

This role description highlights key responsibilities but is not exhaustive. Colleagues will agree on priorities with their Line Manager and are expected to work flexibly, supporting the team and working collaboratively across teams to deliver outstanding results for our customers. Working together as one team is our norm at Accent and reflects how we achieve success and meet the organisation's evolving needs.

We work flexibly and on an agile basis. We design our work around the customer with the focus being on ensuring we deliver the best possible service to our customers and to the best of our abilities. How and where you work will be agreed with your line manager to achieve the best outcome for both the organisation and for you, wherever possible.