

Job title:	Business Application Developer
Job ref:	HFL1429
Hours:	37 per week
Salary band:	Band 4: FTE £30,000-£35,000 per annum (plus excellent benefits)
Contract:	Permanent
Reports to:	Solution Development Manager
Team:	Corporate ICT
Location:	Hybrid working with 2 days per week (or more if necessary for the delivery of the projects) in our Head Office in Stevenage, Hertfordshire, with the remaining as remote working.

Our company

Herts for Learning (HfL) is an award-winning provider of products and services to schools and educational settings within and outside Hertfordshire. We believe that every young person, through access to a great education, should be able to realise their potential, regardless of where they live or their circumstances.

We focus on supporting the schools we work with to achieve successful long-term outcomes for their children. HfL is majority owned by Hertfordshire schools and operates with a social enterprise ethos.

Job context and Purpose

This is an exciting time in HfL and for the newly formed Operations and Technology team. Over the past 18 months the ICT Team has led a major change effort to implement a new cloud Enterprise Resource Planning (ERP) and Customer Relationship Management system (CRM) on NetSuite.

We are now entering into the second phase and looking to grow our in-house development skills to further utilise these systems, gaining more value where possible. This new post has been created to increase our skills and our capability in application development and is an excellent opportunity to develop a talented individual in this area. A passion for providing a great customer experience and a thirst to learn are essential.

Main areas of responsibility

- Assist in designing and developing scripts for various process flows using Suite scripting and customisation of NetSuite implementation

- Assist in developing workflows, saved searches, custom forms, and record types in NetSuite
- Use SuiteScript, SuiteFlow, SuiteBuilder, SuiteBundler, SuiteCloud Development Framework, Front-End and Back-End Suitelets and other Suite Cloud elements
- NetSuite administration, development, implementation
- Provide basic training on systems internally and create and maintain documentation
- Understand business requirements, technical analysis and design, coding, testing, and implementation of customisations within a software environment
- Assist in maintaining core/in-house systems

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time become necessary, particularly in light of the current Covid-19 situation.

Person specification

Knowledge and Experience:

- Qualification in IT or related field and/or 1-year experience in a developer role
- Knowledge and experience in coding and programming (essential)
- NetSuite development experience (desirable)
- MS Access development experience (desirable)
- Strong customer service mindset and experience (essential)
- Demonstrated aptitude for continuous learning and innovative thinking (essential)
- Experience in working independently with little direction, and within a team environment (essential)

Skills and Behaviours:

- Keen interest in programming (essential)
- Positivity, proactivity and ability to work in a busy, supportive environment (essential)
- Ability to work calmly under pressure (essential)
- Strong communication skills both written and oral (essential)
- Excellent interpersonal skills with a demonstrated ability to build a rapport with internal staff (essential)
- Positive and effective listening skills (essential)
- High attention to detail, organisation and self-motivation (essential)
- Excellent time management capability (essential)

Equal Opportunities

HfL is committed to being an equal opportunities employer. We insist on the equal treatment of all current and prospective colleagues and will never condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and

maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

HfL is also equally committed to becoming an anti-racist organisation and we encourage you to view our [Anti-racist position statement](#) which gives clarity on our anti-racist stance. In our relentless efforts to be an anti-racist organisation, we recognise the negative impacts of under representation and lack of diversity in our organisation, our education system and in all aspects of our society. Therefore, for recruitment into any HfL post, where we have 2 or more candidates of equal merit, candidates with protected characteristics will be given advantage over candidates without such characteristics. This is sometimes referred to as a 'tie-breaker' and is referred to as 'positive action' in the Equality Act 2010.

To help us meet our high standards and aspirations of a fully diverse and inclusive workplace, we strongly encourage suitably qualified applicants from all backgrounds to apply and to join us.

Please note that if you are invited to interview, we will expect you to be prepared to discuss unconscious bias with us; we find these conversations more than any others give us all a good idea of what working together will be like.

Disclosure and Barring Service

This post may be subject to full pre-employment checks and is exempt from the Rehabilitation of Offenders Act 1974. Please note that additional information referring to the Disclosure and Barring Service is in the guidance notes to the application form. If you are invited to an interview you will receive more information.

Health and safety

It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

Intellectual property rights

It is a contractual requirement of all employees of HfL to protect the intellectual, property rights of the company and to adhere to our company policy with regard to IP.

APPLICATION PROCESS

For an informal discussion regarding the role, please contact Kerry Smith via email on kerry.smith@hertsforlearning.co.uk and provide your mobile no. so a mutually convenient time can be arranged to discuss the role.

To apply, email hfl.recruitment@hertsforlearning.co.uk with a detailed CV along with a cover letter to include responses to the following questions:

1. What steps do you take to prevent an application from crashing?
2. What coding languages do you use?

3. How do you keep up to date with current technologies and practices in your field?
4. What are the resources you use when researching a solution to a programming issue?

As part of our move towards eradicating unconscious bias within the recruitment process, we will be anonymising your forms.

To help HfL make sure our policies and working practices are inclusive and non-discriminatory we would like you to complete the HfL equal opportunities form. This will not be stored with your application and will only be utilised by HR.

To submit your application or to discuss any recruitment queries please email our Central Recruitment Team on hfl.recruitment@hertsforlearning.co.uk or 01438 544439.

Closing Date: Monday 11th July 2022 at midday

Screening Interview Date: Friday 15th July 2022 via MS Teams

Face to face Interview Date: Wednesday 20th July 2022 in Stevenage