



<b>Job title</b>	Senior Research Software Engineer	<b>Job family and level</b>	Technical Services Level 5
<b>School</b>	School of Medicine	<b>Location</b>	University Park, University of Nottingham

## Purpose of role

Leadership and management of the Health Informatics community software projects to enable the delivery of software projects for our headline programmers such as Health Data Research UK, the Biomedical Research Centre and our programmes in ELIXIR. You will be accountable for the performance of other software developers, providing effective support and guidance together with delivery of strategic and operational plans, actions, projects and initiatives that maximise performance.

You will be designated lead for specific areas of responsibility in health informatics e.g. Appraisal, career development, facilities, infrastructure, Health and Safety, procurement. You will be expected to deliver an outstanding software experience for our School community.

The duties and percentage time allocation provides an indication and framework for the role and should not be regarded as a definitive list or allocation. Other reasonable duties commensurate with the grade, spirit and purpose of the post may be requested. You will be expected to work flexibly to support the software projects in health informatics across the University of Nottingham geographical sites.

The School of Medicine recognises the importance of continuous professional development and therefore, the importance of providing opportunities, structured support and encouragement to engage in professional development each year.

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% Time per year</b>
1	<p><b>Delivering Software projects within Health Informatics</b></p> <ul style="list-style-type: none"> <li>Efficient and effective day-to-day leadership and management of the Health Informatics software projects and associated software developers, managing workloads and allocating staff to address project needs. Taking the necessary measures to ensure effective performance.</li> <li>Delivering high value software projects, utilising your technical skills to research, develop, innovate new solutions to problems experienced in national and international research programmes</li> <li>Lead projects and manage the implementation of recommendations, actions and activities.</li> </ul>	70%

	<ul style="list-style-type: none"> <li>• Liaise with the Director of Health Informatics on their ongoing technical service needs. Re-allocate staff between projects to meet technical demands across the community.</li> <li>• Developing and implementing strategy, projects, policies and procedures for software service activities in order to ensure the teaching and research requirements of the School are met, both now and in the future.</li> <li>• Responsible for the management of the software staff Appraisal and Development Conversations (ADC) procedure.</li> <li>• Manage the Health Informatics budgets on research projects making recommendations for its effective use to the Principle Investigator</li> <li>• Responsible for the conversion of project requirements into software requirements, such that more junior software developers can implement the required software</li> </ul>	
2	<p><b>Conceiving new opportunities and approaches in collaboration with other software engineering teams</b></p> <ul style="list-style-type: none"> <li>• Maintain operational alignment with the Digital Research Service (DRS) software engineering team to share best practice and working practices to ensure staff can move between the teams without difficulty.</li> <li>• Establish the resourcing requirements for the Health Informatics projects and negotiate access to the required software engineering resource from DRS</li> <li>• Assist non-research software staff to understand the context of the research programme, the strategic objectives and how they relate to their software role.</li> <li>• Develop a community of software expertise within the School</li> </ul>	20%
3	<p><b>Committee Membership and Representation</b></p> <ul style="list-style-type: none"> <li>• Representing the community Research Software Engineers on School, Faculty and University Committees.</li> </ul>	10%
4	Any other duties appropriate to the grade and level of the role.	

## Person specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>Advanced technical expertise in own scientific or technical specialism.</li> <li>Proven advanced analytical and problem-solving capability.</li> <li>Ability to communicate clearly to non-specialist and senior level audiences.</li> <li>Excellent technical problem-solving skills (may be one of few able to provide solutions in a specialised field, operating at a high level of competency).</li> <li>Proven high level of planning and organising skills and resource management, which may include the delivery of major, complex projects.</li> <li>Budgetary management skills and an understanding of financial management procedures</li> </ul>	
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>Experience of effective transfer of skills and knowledge to junior colleagues, other staff and students.</li> <li>Experience of developing software for utilisation in the National Health Service</li> </ul>	
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>University degree or equivalent, plus substantial work experience in a relevant technical role.</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>Proven track record with extensive work experience in a relevant technical or scientific role.</li> </ul>	<ul style="list-style-type: none"> <li>Project management and/or process improvement training and/or qualification(s).</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>Willingness to adopt the <a href="#">vision and values</a> of the School of Medicine.</li> <li>Adopting and delivering to the School of Medicine's Professional Services Service Excellence Standards.</li> </ul>	



## Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

<b>Valuing people</b>	Is always equitable and fair and works with integrity. Proactively looks for ways to develop the team and is comfortable providing clarity by explaining the rationale behind decisions.
<b>Taking ownership</b>	Is highly self-aware, looking for ways to improve, both taking on board and offering constructive feedback. Inspires others to take accountability for their own areas.
<b>Forward thinking</b>	Driven to question the status quo and explore new ideas, supporting the team to "lead the way" in terms of know-how and learning.
<b>Professional pride</b>	Sets the bar high with quality systems and control measures in place. Demands high standards of others identifying and addressing any gaps to enhance the overall performance.
<b>Always inclusive</b>	Ensures accessibility to the wider community, actively encouraging inclusion and seeking to involve others. Ensures others always consider the wider context when sharing information making full use of networks and connections.

## Key relationships with others

