

**PERSON SPECIFICATION – Software Development Team**

**Junior Software Developer – C++ and Python**

	Essential	Desirable	Method of assessment
<b>Qualifications</b>			
Higher education qualification in computer science, physics or chemistry or similar numerate subject, <b>or equivalent</b>	E		CV + References
<b>Experience</b>			
Training or demonstrable practical experience of programming with a low-level Object-Oriented Language (Ideally C++; C#, Java, or similar are acceptable)	E		CV + Int + A
Training or demonstrable practical experience of programming with a high-level Scripting Language (Ideally Python; Ruby, Perl, Lua, or similar are acceptable)	E		CV + Int + A
Experience working in a numerate research environment <b>OR</b> Experience working in a commercial software environment		D	CV + Int + A
Some knowledge of relational databases, specifically SQL		D	CV + Int
<b>Personal Skills and Abilities</b>			
Good problem-solving skills	E		CV + Int + A
Good interpersonal skills	E		CV + Int
Punctual and reliable	E		CV + Int + references
Comfortable working with limited supervision <b>AND</b> Comfortable collaborating in a team-oriented environment	E		CV + Int
Comfortable communicating with non-developer scientists to understand their motivations and challenges	E		Int. + A
Aptitude to learn code design skills such as object-oriented design	E		CV + Int + A
Aptitude to learn professional programming practices (source control, documentation, unit testing etc.)	E		CV + Int + A
Aptitude to understand and maintain software developed by current and former members of the development team	E		CV + Int + A
<b>Disposition and Attributes</b>			
Good oral and written communications skills	E		CV + Int

Eager to learn	E		CV + Int
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E – Essential, D – Desirable, Int – Interview, A – Assessment