

JOB TITLE: Application Server Developer

JOB HOLDER _____

1. MAIN PURPOSE OF JOB

To develop, maintain, & support application server based programs. This may incorporate a variety of applications, modules, components, databases, integration with different client access channels (Windows, web), platforms including MS-Windows & UNIX variants.

2. POSITION IN ORGANISATION

- Reports to the Application Server Development Team Leader
- Direct contact with internal & external customers at a technical level
- Provide technical advice to internal customers at all levels

3. SCOPE OF JOB

- **Programming** – to develop, maintain and support application server programs & ensure they integrate effectively between other architectural layers. Primary focus will be Application Server Development, a different secondary focus may be agreed with the Application Server Development Team Leader
- **Testing & Quality Assurance** - to ensure program functionality /application integration meets customer expectations and company quality standards
- **Conceptualisation & Technical Design** – contribute to the overall technical architecture of an application server development solution
- **Communication** – ensure a good level of teamwork, highlighting issues in good time and proactively suggesting solutions to resolve problems
- **Support** – Assist with resolution of technical problems
- **Work Organisation** – effective prioritisation and meeting deadlines
- **Individual Development** – take ownership for personal development
- **Technical / Commercial Knowledge** – maintain knowledge of current development tools CDL applications, programming standards and company issues.

4. DIMENSIONS & LIMITS OF AUTHORITY

- Estimating programming / unit testing days work for tasks relevant for this team
- System design review and recommendation for approval to proceed with sever development component
- Recommend revision to design specification if the solution could be technically improved
- Take responsibility and ownership for developing a complete solution which relies on input & developments from other team members (potentially across other programming teams)

5. QUALIFICATIONS

- HNC or HND in a relevant subject, ideally a Degree level
- Relevant specialist programming skills and knowledge of object orientated programming methodologies gained through formal training

6. EXPERIENCE

- Significant and proven Java programming skills in a Windows environment, preferably within an Insurance related role
- Strong knowledge of deployment and configuration of a leading Application Server technology, of particular interest; Oracle WebLogic V10.3 or higher and / or WebSphere V7 or higher or Glassfish V3.
- Practical experience using IDD's tools and utilities for example, Eclipse. JUnit and Ant is essential.
- Working knowledge of Integration technologies, protocols and Java API's such as Web Services / XML / SOAP / JMS / JDBC / JNDI is essential

- Experience of enterprise-level object orientated programming (i.e. J2EE & EJB), knowledge of multi-tier architectures with relational databases, enterprise scale application servers essential
- Experience of developing solutions integrating disparate applications & environments desirable
- Communication skills – experience of communicating with application stakeholders
- SQL and relational database experience in Oracle, DB2 or MySQL is essential
- DB2 and/or Oracle and/or MySQL DBA experience is desirable

JOB HOLDER _____ IMMEDIATE SUPERIOR _____

Programming**45%**

- Convert system design specifications into technical implementation designs and then high quality program code using appropriate programming languages for applications in the defined primary / secondary scope of the role
- Ensure code is well structured, optimised for performance, documented, readable by other developers and meets defined company programming standards and guidelines
- Only implement any deviations from the system design specification that are agreed with the author of the specification. Fully document the deviations and handover to the author.

A wide development role, to include (but not be limited to) a selection of the following:

- Develop software that will provide the server side component of a business solution operated in an n-tier development environment. A variety of technologies and environments may be involved e.g.:
 - Languages – EJB (primary focus), Java, C++, C, SQL, XML, Web Services
 - Application servers – Oracle WebLogic, IBM Websphere, Glassfish
 - Databases - Oracle, MS SQLserver, Informix, Sybase, MySQL
 - Client channels - PC, Internet/Browser, CTI, idTV, mobile telecoms, PDA
 - Technologies – JEE, CORBA, DCOM/COM, RDBMS
 - Operating Systems – Unix (numerous variants), Linux, Microsoft Windows, VMS

Secondary tasks may include:

- Simple Database Design implementation
- UML implementation documentation for application server development
- Evaluation, Support, Maintenance & Administration of Third-Party Tools & Components
- Design & Programming of “Test Harness” Applications
- Limited administration of the server’s operating system within the development environment

Testing / Quality Assurance**15%**

- Unit test program functionality to ensure it meets the specification before release to the Software Testing team
- Ensure integration with other CDL application software is functional
- Tracing and resolving errors in programs
- Proactively identify and resolve potential problems in programs / design or the development process that may lead to customer dissatisfaction
- Productively participate in program code reviews either as reviewer or a developer being reviewed with the aim to enhance own or team member’s programming content and standards
- Perform effective version control management in all aspects of developments

Conceptualisation & Technical Design**5%**

- Contribute to the conceptualisation, technical architecture, functionality and implementation decisions to continually improve application server based business solutions components
- Contribute to the design & implementation decisions for such solutions

Communication**10%**

- Ensure internal & external customers are kept informed of development issues

- Ensure that the management team are kept informed of progress & any significant issues
 - Produce well written documents / perform workshops on areas of expertise and knowledge (as required)
 - Proactively contribute to & utilise the team's / division's technical knowledge base
-

Support**10%**

- Assist team members with resolution of work problems
 - In a timely manner assist and advise internal and external customers on technical issues, resolving any incident calls allocated
 - Support the Software Testing team to ensure they have the relevant knowledge to test application changes effectively
-

Work Organisation**5%**

- Estimating effort and developer resources required for project tasks within the team
 - Prioritise tasks effectively and achieve delivery deadlines
-

Individual Development**5%**

- Identify personal development requirements.
 - Participation in appraisal process & scheduling of appraisal tasks
 - To operate effectively within the team and the company
-

Technical/Commercial Knowledge**5%**

- Demonstrate a high level of technical competence within the scope of the role, self-sufficiency & willingness to acquire new and additional skills
- Maintain an awareness of current development tools and 3rd party development components/standards, their capabilities, benefits and limitations
- Maintain an awareness of customer business technology issues
- Maintain an awareness of company issues.
- Maintain an awareness of Insurance industry and wider technical developments
- Recommend application enhancements to be included in CDL application product plans
- Maintain an good technical knowledge of all CDL applications within the scope of the role and an understanding of all other CDL applications
- Maintain an awareness of appropriate industry best practice development methodologies and quality standards to proactively improve standards in the division